

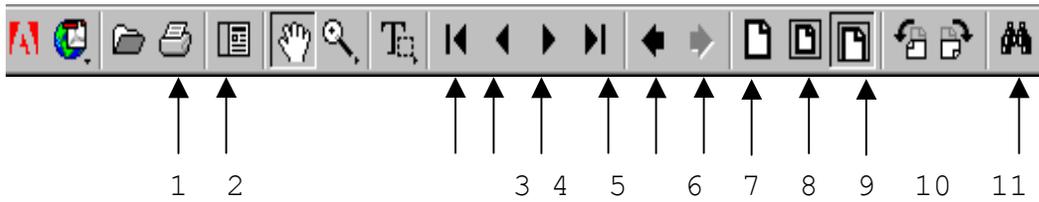


CADDO PARISH SCHOOL BOARD
Meeting Minutes
VOLUME XXXIX

July 18, 2006 to December 16, 2008

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July 18, 2006

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, July 18, 2006 with President Ginger Armstrong presiding and the following school board members present being a quorum: Phillip Guin, Eursla D. Hardy, Willie Burton, Charlotte Crawley, Lola May, Tammy T. Phelps, Lillian Priest, Bonita Crawford, Barry Rachal and Larry Ramsey. Willie Henderson was absent. Also present were Secretary Ollie S. Tyler and Legal Counsel Reginald Abrams. The invocation and Pledge of Allegiance were given by Barry Rachal.

CONSIDERATION OF MINUTES OF THE JUNE 27, 2006 CPSB MEETING

Mrs. Hardy moved, seconded by Mrs. May, to approve the minutes of the June 27, 2006 meeting. Vote on the motion carried unanimously.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Superintendent Tyler presented the agenda and highlighted items for the board's consideration. The recommendation for the Assistant Principal of Instruction at Booker T. Washington High School was pulled. Mrs. Armstrong announced Items 9-15 as the Consent Agenda.

SPECIAL RECOGNITIONS/PRESENTATIONS

Oak Terrace After-School Choir. Superintendent Tyler recognized Wanda Gunn, assistant superintendent for academic affairs, who introduced students from the summer enrichment program at Oak Terrace Alternative School. She said these students have been practicing skills that will help them prepare for LEAP, GEE 21 and iLEAP. Mrs. Gunn also reported that the principal, Margaret Brown, has written grants to assist in funding this program that will offer extra opportunities for these children from across the parish. Margaret Brown introduced Ms. Thompkins and Mr. Fountain who work with the music program at this summer enrichment program. The students presented a rhythm exercise, sang, and shared personal experiences with the board and audience. The principal and staff members were recognized for their untiring efforts in offering to these students this type of enrichment program. Mrs. Brown encouraged board members to visit Oak Terrace and observe the programs being offered this summer. Gifts of appreciation were also presented to Mrs. Armstrong, Mrs. Gunn and Mrs. Tyler. The superintendent thanked Mrs. Brown and the staff for writing the grants that brought in the resources to help provide our students with activities for the summer and encouraged them to keep up the good work.

National NSPRA Recognition Award. Superintendent Tyler recognized Mrs. Burnadine Moss Anderson for receiving the NSPRA President's Award, which is the highest honor given to an NSPRA member by the National School Public Relations Association for outstanding professionalism and integrity throughout their career as an educational public relations practitioner and for contributions to the advancement of educational public relations. Mrs. Tyler said this award recognizes the member's active involvement and leadership at a national level, as well as the contributions to NSPRA. Mrs. Anderson received this award on July 10, 2006 in Chicago, Illinois at the NSPRA Convention and is the first African-American in the nation to receive this award and also the first African-American to serve as president of NSPRA.

VISITORS

Earlene R. Thompson, Vice President of the Elementary Schools for Caddo Federation of Teachers/Support Personnel, addressed the board on the proposed salary increases and asked the board to strongly consider percentage increases for all certificated employees as this will recognize longevity and advanced degrees. Ms. Thompson said if Caddo is to remain competitive and recruit highly qualified personnel, attention must be given to the teachers' salary schedule as Caddo continues to slip further behind when compared to surrounding districts. She encouraged the board to give these matters their utmost attention before taking action.

Cedric Choyce, president of the Caddo Association of Educators, addressed the board on the proposed salary increases and encouraged the board to support the option giving 5% and 4.5% increases with the stipulation that no employee will receive less than the state pay raise of \$1,660

for certified and \$500 for support employees if under the Option C proposal this should occur. He reminded the board that the employees were looking forward to another parish supplement to the state pay raise proposal that CAE and LAE lobbied for at the State Capitol and it is believed Option C will meet this. He said the Option C proposal provides teachers with the minimum state pay raise of \$1,500 and the additional \$160 in MFP growth funds and the minimum \$500 for educational support employees as well as provide an additional supplement for all employees. Mr. Choyce said that Option C will allow teachers with advanced degrees, employees with advanced degrees and those with more years of service to receive more of a salary supplement. He also said Option C will allow Caddo to remain competitive and continue to retain and recruit highly qualified personnel. He said the consistent increase in tax revenues above budgetary projections also makes Option C a plan the board can support. Mr. Choyce also encouraged the board to provide additional local salary supplements, similar to what it has done in the past, as a demonstration that the Caddo Parish School Board values and appreciates the contributions that every school employee makes in the instructional process whether by direct student contact or indirectly in a support capacity. In order to remain competitive with neighboring parishes, he encouraged the board to consider the proposed Option C. Mr. Choyce stated he believes teaching should be a calling and not a sacrifice.

Paula Hickman, executive director of the Community Foundation of Shreveport-Bossier, shared with the board that the Community Foundation has over the years partnered with the school system and provided approximately \$70,000 to help the students and teachers. Mrs. Hickman also shared with the board that the Community Foundation has a new fund in place called the *Women's Philanthropy Network*, a network comprised of 154 women from across the community who are interested in giving one significant, high impact gift to the community. She said from the beginning, the group's focus has been on education because they felt like they could make the most significant difference here. Mrs. Hickman announced the group will meet in October to explore four or five different projects all in the area of education and will recommend one grant for approximately \$110,000. She reported Margaret Thompson has served as the education chair and the group has educated themselves concerning issues affecting us nationally and locally. She said they also explored a health initiative in McComb, Mississippi that has been instrumental in reducing the drop out rate in that district from over 30 percent to less than 2 percent in 8 years. Mrs. Hickman stated the group has heard from many change agents in Caddo Parish, i.e. Bruce Daigle, Perry Daniel, Bonnie Martinez, as well as Caddo's administrative staff, and commended the board for the good work in Caddo Parish. She highlighted an initiative, *Learning to Finish*, that is being used to help drastically reduce the drop out rate by focusing on the 8th graders and preparing them for success in high school. She reported the Pou Partnership believes the drop out rate is a community problem and not one that rests solely on the school board or the teacher. Mrs. Hickman reported that Pou Partnership has announced that Shreveport has been chosen as one of the four pilot projects in the nation and to date, only preliminary information has been received. She said she believes this program has the opportunity to significantly improve the high school completion rate in Caddo and thanked the board for the important work they continue to do in educating our children. She also extended their support in making certain every child receives a good education.

CONFIRM THE CONSENT AGENDA

Mr. Burton moved, seconded by Mrs. Hardy, that the Consent Agenda be approved. Vote on the motion carried unanimously. The following is a summary of the items categorized as the consent agenda and approved by the board.

Agenda Item No. 9. A., B., and C.

Personnel Recommendations. Per request from the superintendent, Dr. Mary Nash Robinson, assistant superintendent for human resources, introduced the following personnel appointments as recommended by the superintendent and approved by the board: Shelita Cannon-Hoey, principal, Westwood Elementary School for the fall semester of the 2006-2007 school year; Rosie Weston-Hudson, assistant principal of instruction, Oak Terrace Alternative School; Reginald Williams, assistant principal of administration, Hamilton Terrace Learning Center; Martha Glover, assistant principal of instruction, Hamilton Terrace Learning Center; Katie Chretien, assistant principal of instruction, Vivian Elementary/Middle School; Angela Andrews, counselor, Woodlawn High School; Coretta Kimble, counselor, Mooringsport Elementary School; Amanda Byrd, counselor, C E Byrd High School; and Michelle Cummings, counselor,

Ingersoll Elementary. These appointments will receive the appropriate salary as reflected by the Caddo Parish School Board Salary Schedule applicable to the position to which they are appointed. Family members and school administrators present were also recognized.

Requests for Leaves. The following requests for leaves were approved as submitted by the superintendent and staff in the mailout.

Certified

Sabbatical (Medical), 2006-2007 SY (Change from previously approved Sabbatical Study)

Susan LeSage, Dyslexia Teacher, Special Services, 8 years

Leave without Pay, 2006-2007 SY

Holly Hopkins, Teacher, Caddo Middle Magnet, 13 years

Esther Sittenauer, Teacher, Captain Shreve High School, 6 years

Classified

Leave without Pay, June 27, 2006 – August 8, 2006

Hershel M. Bickham, Painter, Maintenance Dept., 16 years

Other (Hiring, Assignment Changes, Separations & Resignations). The board approved the Other (Hiring, Assignment Changes, Separations & Resignations) Report for the period May 26, 2006 – June 23, 2006 as recommended by staff and included in the mailout.

Agenda Item No. 10.B.

Bids (Capital Projects/Construction). The board approved the following bids as recommended by staff and as submitted in the mailout on the bid tabulation sheets: (1) Abatement Services with a Base Bid for the sum total of \$57,998 for Project 2007-203 “Asbestos Abatement – 3 Year Plan; (2) John Gibbs Roofing Systems with a Base Bid for the sum total of \$88,449 for Project 2007-228, “Woodlawn Roofing, Phase II”; and (3) Jaco Construction with a Base Bid for the sum total of \$136,250 for Project 2007-230, “Caddo Career & Technology Roofing, Phase I”. The bid tabulation sheets are filed in the permanent record of the board.

Agenda Item No. 11

Louisiana Compliance Questionnaire. The board approved the Louisiana Compliance Questionnaire as recommended by staff and included in the mailout.

Agenda Item No. 12

Professional Development Days. The board approved the following professional development days requested by schools and recommended by staff in the mailout. Alexander (October 12, 2006); Creswell (September 5, 2006 and October 12, 2006); Forest Hill (October 16, 2006); Hillsdale (September 5, 2006 and January 4, 2007); Midway (October 16, 2006 and January 4, 2007); Mooretown (September 1, 2006 and October 16, 2006); Shreve Island, Southern Hills, EBW Stoner Hill, Summer Grove and University (September 1, 2006 and October 12, 2006); Summerfield (October 16, 2006 and December 20, 2006); Barret Elementary, Central Elementary, Lakeshore Elementary and Sunset Acres Elementary (September 1, 2006 and October 16, 2006).

Agenda Item No. 13

Grants. The board approved the following grants/grant applications as recommended by staff and submitted in the mailout. (1) USDA Team Nutrition Training Grant for Caddo Heights and Westwood Elementary Schools for \$4,000; (2) Math/Science Partnership Grant in the amount of \$148,276.55 for providing college-level content courses and site based follow up for 9th grade Physical Science and Algebra I teachers in Caddo, Bossier and DeSoto Parishes, in conjunction with Centenary College; (3) Louisiana Teacher Quality 8(g) Block Grant Application in the amount of \$83,984 to be used to provide PRAXIS registration fees and/or tuition assistance for college courses for teachers seeking initial certification or those working to get NCLB requirements of “highly qualified”; (4) NCLB/IDEA Combined Grant Application in the amount of \$28,339,125 for Title I, Title II, Title III, Title IV, Title V, IDEA Part B and IDEA Preschool

for 2006-2007; and (5) 8(g) Student Enhancement Block Grant Application for pre-kindergarten programs for at-risk four-year olds and remediation for at-risk students.

Agenda Item No. 14

Special Education Interagency Agreements and Contracts. The board approved adoption of the Special Education Interagency Agreements and Contracts as recommended by staff and submitted in the mailout. These agreements make it possible for the special education department to work cooperatively with other agencies in the most cost effective manner to provide needed services.

Agenda Item No. 15

Pepsi Contract with Woodlawn High School. The board approved the contract between Pepsi Cola and Woodlawn High School as recommended by staff and included in the mailout.

Announcement. Mrs. Hardy announced that John L. Taylor, Jerry Tim Brooks' brother, is hosting the dedication of a trophy case at the Jerry Tim Brooks Golf Course on Saturday, July 22, 2006 from 11:30-12 noon. She announced this case will hold many of the trophies and awards Mr. Brooks won as a golfer.

RECOMMENDATION FOR EMPLOYEES' PAY RAISE

The superintendent stated that she sent the board her recommendation regarding employees' pay raises along with her rationale. She stated in order to remain competitive and be able to recruit and retain high quality personnel, she believes all employees should receive pay raises greater than the state minimum. She added it was her intent to recommend an across the board percentage increase; and, in fact, Option C was her original recommendation. However, because of recurring costs totaling over \$4 million annually, she is not certain we can fulfill this option and remain financially stable; thus, she cannot recommend an option that could possibly put the district back in financial crisis and lead to a reduction in the work force and services as happened in 2003. Mrs. Tyler added that because of recurring expenses and the uncertainty in the economy because of incidents in the Middle East and rising fuel costs, she cannot recommend additional recurring costs that we will have to ensure is there every year. Mrs. Tyler said it's because of this that she is recommending Option A; but she wants the public to know, and she hopes they get it correct this time, that Option C was the original recommendation from the superintendent's desk.

Mr. Rachal moved, seconded by Mrs. Crawley, to postpone this item.

Mr. Ramsey noted the information at board members' stations that ties in to these proposed salary increases. He asked the board members to review this information as he sees an opportunity for the board to *have its cake and eat it too*. Mr. Ramsey said this information addresses staffing, its impact, and the 17 positions the board will need to hire as a result of the revised staffing formula. He brought to the board's attention the information relative to how many of these positions could be targeted with Title II dollars. Also, he said there are 24 positions based on the numbers provided to be hired from the General Fund budget, of which 18 were identified under the Title II budget, so we are not far from satisfying the 24 positions by funding the majority (18) with Title II funds. He reminded the board that the additional revenues are one-time revenues and will be locked in the same situation as in 2002. Mr. Ramsey also stated that in reviewing the information provided, he believes most of these positions can be filled with Title II dollars, and the information also outlines all that must be done to staff the kindergarten positions. He cited Forest Hill Elementary, as an example, as needing to add one additional kindergarten class; however, they do not get another teacher. With the changes they will need to make, they will lose a 4th and 5th grade class in order to add a 2nd, 3rd, and kindergarten class, which means shuffling people around, and he reminded the board how critical the 4th and 5th grades are to test scores. Mr. Ramsey stated he believes we can, based on what the superintendent has stated to the board, achieve the staffing goal for kindergarten classes and lower the pupil teacher ratio by using Title II funds and not touch the General Fund dollars. By doing so, the funds in the General Fund budget can be used for the teachers' salaries. He asked the superintendent if we staff the kindergarten classes with Title II dollars, will the board be able to implement Option C for the employee pay raises? The superintendent answered that is

correct. She explained when asked to look at the kindergarten classes, she asked staff to look at shifting some of the Title II positions directly to kindergarten in order to accomplish both; and Mrs. Gunn explained if this is done, we cannot have a policy, because when funding a district wide program, it must be funded with federal dollars only and not mixed. She further explained it is like the ECE classes that are funded with 8(g) enhancement and EEF dollars, they cannot be funded with General Fund dollars, and the same is true with Title II funds. Mrs. Gunn stated staff looked at the numbers, and the 18 positions are ones principals say they need to lower the ratio in kindergarten. If these are funded with Title II funds, they cannot be funded with General Fund dollars. Mr. Ramsey asked if this policy was back in its original form, could Title II funds be used to staff the kindergarten classes? Mrs. Gunn answered in the affirmative. Mr. Ramsey reiterated the opportunity the board has to do something good for the employees and asked the board to consider these thoughts.

Mrs. Crawford asked the board to support postponing this item to allow time to receive additional numbers for Options B and C, i.e. what we are looking at from the lowest teacher salary all the way through the Central Office positions and how these numbers compare to Option A.

Ms. Phelps asked, for clarification, if Mr. Ramsey is asking the superintendent to look into reversing the funds from the General Fund to Title II funds? Mr. Ramsey said he is suggesting the superintendent look at this again, but before she does, the board would have to act on changing the staffing formula; however, he believes the superintendent, with that understanding, can produce the numbers. He added he believes since we now have the numbers, we know we can fund the kindergarten teachers with Title II dollars, something we did not know a month ago. Mr. Ramsey further stated that in the board's discussion, he commented and asked the question if this could be funded with Title II funds, and the superintendent advised she did not know, but would have staff look into it, and we now have the numbers. Ms. Phelps commented that when looking at raises and changes in the pupil teacher ratios, she has to go on record as saying she is for reducing the number of students in the class, if it comes to an iffy situation, rather than looking at the raises. She added she doesn't see the pupil teacher ratio interfering with the raises, and if we have to do whatever we can do, she's glad we can make some changes and maneuver some funds, and it's good to know we have some funds somewhere else. Ms. Phelps also stated we are here for the students and not so much what is comfortable for us, and she understands we have to make changes and keep the budget in mind, but if a fourth grade teacher has to move to accommodate a kindergarten classroom, she doesn't think this should be a problem.

Mr. Burton called for a point of order as the discussion can only be on the merits of postponement *and moved, seconded by Mrs. May to call for the question. Vote on the motion to end debate carried unanimously.*

Vote on the motion to postpone this item carried unanimously.

SUPERINTENDENT'S REPORT

Update on CPSB Construction Projects. The superintendent reported that this update was sent to the board via the *Weekly Briefing*.

Feeder Pattern Proposal for Booker T. Washington High School. The superintendent announced the board appointed Focus Group will meet Wednesday, July 19th, from 4-6 p.m.

Draft Policy that Requires CPSB to Report Truancy to State Agencies. Mrs. Tyler stated she believes Board Attorney Abrams is still working on this item for Board Member Phelps.

State Ranking for Money Spent Directly to the Classroom. Mrs. Tyler reported information was sent to Mrs. Crawley and the Board and the latest information will be provided as soon as it is available.

Survey/Questionnaire of General Contractors. The superintendent announced that staff is currently crafting the survey.

UNFINISHED BUSINESS

Ms. Phelps asked the superintendent if staff will look at addressing the Drama needs. The superintendent responded as soon as the money issues are settled, staff will then know what is available to work with.

ANNOUNCEMENTS AND REQUESTS

Mr. Ramsey asked that the superintendent add under Superintendent's Report a report on the impact of staffing changes, the number of kindergarten teachers, the cost of additional classrooms, and other miscellaneous costs associated with the change in the staffing policy.

Mr. Rachal referenced Mrs. Crawford's request and that he would like to see more detailed information to include across-the-board individual pay scales and how they are affected.

Mr. Rachal also asked that the staff provide him a copy of the salary lanes for the certificated and classified personnel.

Ms. Phelps asked that an item titled *Dual Enrollment* be added to the August agenda.

Mrs. Crawley reported she has received numerous calls from possible new teacher hires and asked if adjustments need to be made, because teacher applicants are having a difficult time contacting principals in the summer about positions. Mrs. Crawley also stated she is getting calls regarding the start of school August 9th and children riding the bus in the 103 degree heat.

Mr. Guin asked that staff provide him a complete copy of the salary schedules. He also stated that with all the calls about the start date in August, it might not be a good idea to work with the local media to publicize the fact that the district is required by the state to have a certain number of instructional minutes.

The superintendent announced that on Sunday, July 23, from 2-4 p.m., at the Louisiana State Museum, the Arts in Production will feature Henry Price, Caddo's Art Supervisor, as well as Marabella, a Caddo teacher.

Mrs. Tyler noted information at board members' stations regarding target positions for the kindergarten classes, the availability of kindergarten applicants, application of the new staffing formula, the advertisement for kindergarten teachers and other critical shortage areas, and the Goals and Objectives for 2006-2007. She asked the board president if a survey of the board could be conducted to determine if the board wishes to have a special meeting to discuss the goals and objectives for the 2006-2007 school year.

EXECUTIVE SESSION

Diane Atkins announced the parents for the student appeal hearing are not present.

Adjournment. *Mr. Guin moved, seconded by Ms. Priest and Mrs. Hardy, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 5:53 p.m.*

Ollie S. Tyler, Secretary

Ginger Armstrong, President

August 1, 2006

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at 4:30 p.m. on Tuesday, August 1, 2006, with President Ginger Armstrong presiding and Lola B. May and Willie D. Burton present being a quorum. Other school board members present were Eursla Hardy, Charlotte Crawley, Tammy Phelps, Lillian Priest, Bonita Crawford, Larry Ramsey, and Willie Henderson. Also present were Secretary Ollie S. Tyler, Legal Counsel Reginald Abrams, staff and other visitors. Mr. Ramsey gave the invocation and led in the Pledge of Allegiance.

PRESENTATIONS

Safety Town. Sheriff Steve Prator introduced Cindy Chadwick, Public Information Officer for the Sheriff's Office, and Bob Griffin, friend and supporter of Safety Town. Sheriff Prator shared with the board members that when he was Police Chief for the City of Shreveport, they implemented a program titled *Safety City* at A. C. Steere Elementary where cardboard/plywood boxes were set up and the children would ride big wheels through the city and an effort was made to teach them more about safety. He explained the reason for continuing this program is because law enforcement and fire department employees last year transported 536 children in Shreveport alone as a result of accidents. He said there is a need to educate children about all aspects of safety. Sheriff Prator stated the Caddo Parish School Board and the superintendent have pledged support to this effort by agreeing to put in a 2nd grade curriculum on safety. This means every 2nd grader in Caddo Parish will go through a safety curriculum for 1-2 weeks and at the culmination of this study, the students will spend a day at *Safety Town*. Sheriff Prator shared with the board a drawing of what *Safety Town* will look like as well as what students will learn through this experience, i.e. getting on and off the bus, crossing intersections, gun and chemical safety, water safety, bike safety, and seat belt safety. He explained this is a \$1.5 million project with the land acquired at South Park Mall, and is set up as a 401c(3) organization for receiving tax deductible donations. He added this project is being funded through corporate sponsors who are building the facades (front of fake buildings). Sheriff Prator stated he believes the much-needed facility is one the community will be proud of and expressed his appreciation to the Caddo Parish School Board for its continued support.

2006-2007 Parishwide Goals and Objectives. Superintendent Ollie Tyler reminded the board that copies of the proposed 2006-2007 goals and objectives were provided to the board and an additional copy is located at board members' stations. Mrs. Tyler explained that The Mission for the Caddo Parish Schools remains the same and is placed in the board room as well as in every department and classroom in the district. The superintendent stated that from The Mission, the staff has this year developed The Values using the Caddo acronym and shared the following with the board. **C – Commitment** to caring is an attribute which undergirds any school district where progress is evident. **A – Achievement** and individual growth of every student every day. **D - Dignity** and compassion create a culture where respect of personal differences occurs. **D – Diversity** is valued when we strive to meet the fundamental needs of all students and the needs of each individual in the community can be met when equity is embraced. **O – Organized teamwork** and outreach create partnerships within the community and through shared leadership, the team can develop and sustain the common good.

Mrs. Tyler shared the *vision* of the district that each student is provided with suitable and timely learning opportunities that fully support self realization of personal and educational success. She added that the *vision* is translated into specific terms of mission, priority goals and objectives and action targets with the intent of creating a system of high quality public schools, each with a distinct commitment to success and the desire to attain a standard of excellence. The superintendent presented the four Priority Goals, which will remain the same, and highlighted the objectives that staff is proposing for each after analyzing and evaluating every program at every school site and getting input as to where we need to go in striving to reach the next level.

Ms. Priest stated she believes the parental involvement objective under Priority Goal 4 is very important and that measurable steps should be incorporated, because she believes there will be greater participation if it includes measurable steps, i.e. the open house for the Bethune 6th Grade Center. She said she believes this is something that should be done district wide. The superintendent responded she and the staff will take another look at this objective and determine how some measurable steps might be incorporated in this objective.

Mrs. Crawford asked about the need for measurable amounts in all places of the proposed goals and objectives, i.e. where it says *increase the percentage* under Priority Goal 1, Objective 14, and could a number percentage be added. The superintendent explained that in this particular example, it depends on whether or not students enroll in the program. Mrs. Gunn further explained it changes year to year, i.e. number of students in dual enrollment and the technical colleges change every day. Mrs. Tyler and Mrs. Gunn responded the staff will take another look at where we are with students enrolled in the Tech Prep Program and do a comparison. Mrs. Crawford stated she believes it would be good if we include *improve by at least one level*.

Mr. Henderson asked if there are additional objectives, referencing the objectives listed in a different color ink? Mrs. Tyler said that is correct and explained that Mrs. Anderson and she met after receiving input from the staff to go over and insert anything new from last year. Mrs. Anderson further explained that each year the board approves the priority goals and then staff looks at objectives completed and new objectives, and she referenced the comprehensive report on how the staff did toward meeting the previous year's objectives. She said the working copy provided to the board members lists the proposed new objectives in blue ink, and those in black which are being carried over from last year.

Mrs. Armstrong asked the superintendent about the Choice students and if behavior contracts are possible with the students in the receiving schools? The superintendent indicated we can use them to improve the behavior, but federal law prohibits us from using them to not admit a student to school. Mrs. Armstrong stated she meant if their purpose of going to another school under Choice is to have a better opportunity for academic improvement, and once they are there, they do not follow the rules of that school, do they stay there? Mrs. Tyler indicated that is a two part question and that federal law under No Child Left Behind states we must offer them Choice and send them to the school they choose. She added once they are there, they can stay there until the school where they are zoned to attend no longer has the SI2 label. Mrs. Tyler said the student can also stay at the school they transfer to after the school loses its label if they provide their own transportation. Janis Parker clarified that the information shared by the superintendent is correct. Mrs. Armstrong stated she is asking how behavior contracts are handled if there are problems referenced under Objective 15 and there is a loss of instructional time as a result of disruptive classroom behavior? The superintendent responded they are referred until we can get them to a place where they will not disrupt. Mrs. Armstrong referenced Objective 20 and Emotionally Disturbed students and the fact that these are different guidelines under Special Ed; however, Objective 15 talks about disruptive classroom behavior and she asked how are we going to improve the delivery of special education services in self-contained classrooms with the ED students who have a propensity for disruptive behavior? The superintendent responded there are action targets in place to help students with exceptionalities, and that basically, staff has to follow the law. Mrs. Tyler shared with the board that today staff conducted inservices with instructional leaders from the schools on any special education revisions and how discipline of special education students is addressed, as well as programs being put into place to help neutralize the behavior, and added a lot of these things are not listed in the objectives. Mrs. Armstrong indicated she would like to know the specifics if we have them. Nadalie Thomas, director of special education, explained that staff has reviewed the plans over the summer and behavior intervention specialists are being put into place where the bulk of emotionally disturbed students are located in the district. Mrs. Thomas explained that behavior plans are written and staff has found that services need to be provided for those students sometimes in the classroom, sometimes as a pull out, or maybe in groups; and this must be looked at through an IEP Conference. Mrs. Thomas also stated that the Special Education Department works with outside agencies to provide services needed in the home and community since many of the children's problems at school come with the children from their homes. Mrs. Armstrong asked about Priority Goal 2, Objective 3, and if the number of administrators' meetings each nine weeks to disseminate information and receive input is a reduction from the past? The superintendent answered it is and where these used to be monthly, the staff has cut down to quarterly meetings since the administrators need to be in the schools. Under Priority Goal 3, Objective 1 to coordinate training through the Professional Development Department, Mrs. Armstrong asked for clarification in that when the board restructured the technology services to the schools if this item is similar to the instructional facility at Caddo Career where teachers go for computer training? Mrs. Gunn said that is correct, that all the training at the instructional facility is coordinated through the professional development center so the teachers can receive credit. Mrs. Armstrong asked about Priority Goal 3, Objective 5 and the conducting of one minimum

supervisory level inspection every month at each school plant and with over 70 locations, will this not stretch each supervisor to be at two campuses every day? Mr. Smith, director of school plant, responded he visits every school campus once a month and he requires that one of his supervisory level persons also makes at least one visit to a school plant each month. Mrs. Armstrong stated she believes it should be specified that this is for the School Plant Department. Mrs. Tyler explained that under Objective 5 *to implement effective systems for school construction, maintenance, repair and transportation that improve services and the coordination and communication between principals and central office directors* is an objective for School Plant inspections which is maintenance. Mrs. Armstrong recommended that the bullet clarify what department.

Mrs. Crawford referenced Priority Goal 1, Objective 10, dealing with behavior and attendance and asked if behavior is a recurring problem and all steps in place have been exhausted, can staff go back to Priority 4 and use the established program to go into the schools and do a parenting type class/service? Mrs. Tyler stated that staff will take another look at this objective to see what can be crafted for implementation.

Mr. Henderson asked about Priority Goal 2, Objective 2, and for the superintendent to remind him how this program is structured, the recruiting and training of young instructors? Mrs. Tyler asked Dr. Lila Finney to briefly explain what is done. Dr. Finney explained that the internship program is held every year and staff is currently seeking applications. She also said this information is in the schools. She explained that the applicants who meet all the requirements are interviewed. The year-long program meets every Wednesday afternoon and at the end of the year, we have been fortunate to have some great candidates for administrative positions.

Mr. Henderson asked the staff if any thought has been given to the idea of looking at the selection criteria for these who meet the promotion criteria? Dr. Finney explained that when Dr. Schiller was superintendent, the requirement was changed and candidates had to have six hours of college courses toward receiving the degree; and when Dr. Schiller left, the committee felt the need to revert back, because so many people had to be put into place immediately and it was necessary to concentrate their efforts on getting people prepared to go into situations immediately. She said oftentimes, administrators have been pulled out of the program and placed into administrative positions while still a part of the program. Mr. Henderson asked the superintendent how she believes the continued mentorship program is working and if it is being implemented in a formal or informal way? The superintendent responded it is a formal way that is working beautifully, and added that because we do have a shortage of administrators nationwide, it is important that persons are prepared to go into these positions.

EXECUTIVE COMMITTEE – ESTABLISH AGENDA FOR THE AUGUST 15, 2006 CPSB MEETING

Superintendent Ollie Tyler highlighted the proposed agenda items for the August 15, 2006 Caddo Parish School Board meeting and the following discussion ensued.

Dual Enrollment. Ms. Phelps stated that she shared information with the board at the last meeting on the state dual enrollment pilot program as it relates to students getting high school, as well as, college credits. She said staff provided additional information on this being a voluntary program per school and she would like to see the board support offering the program at all the high schools based on the certification from the partners with Southern University as well as BPCC and Louisiana Tech. She said if there are any questions from board members, representatives are present from Southern University to answer them. Ms. Phelps explained that some of Caddo's students have had the privilege of knowing about this program and the number of hours they can have going into college as an advanced freshman; however, there are some students who are not aware of the program. She said she believes we have seen much success in this program with the agreement with the university and she sees where we could have much more success in our students being ready for college. Ms. Phelps introduced Sandra Bigham, coordinator of the dual enrollment program at Southern University-Shreveport, and asked Ms. Bigham to go into more detail about the state dual enrollment pilot program. Ms. Bigham said that as of July, the governor has allotted \$2 million set aside for the dual enrollment programs to be established throughout the state in order for students to accelerate and have more access to a post secondary education. She said Southern University will write for a portion of that grant to indicate ties already with parishes in the state. Ms. Bigham indicated that Caddo is one of the

parishes that Southern has an agreement with to provide a dual enrollment program; however, at the present time, it is up to the principal as to whether or not they wish to offer its advantages to its students.

Mr. Ramsey asked for comments from the superintendent or staff on this item. He said he has read the proposal and asked if it is optional for each high school? Mrs. Tyler responded it is an excellent program and this is a new pilot from the state. She said staff will investigate to determine if every high school can use it. Mrs. Tyler said with this being a new pilot program, she is interested in seeing what impact it will have on our district and if a lot of students participate in this program will it put us outside our district. Mr. Ramsey asked if we are putting this information out to all the area universities? Mrs. Tyler responded we will be distributing the information to all the universities that offer any kind of course work where dual enrollment can occur. Mr. Ramsey asked if the superintendent anticipates any impact on staffing changes? The superintendent answered there would not be any impact on staffing; however, staff will be looking further at this.

Mr. Henderson asked the superintendent if there has been any dialogue with this group or any other group that may be offering the opportunity for dual enrollment, and if so, have we been able to work through any concerns they may have? The superintendent stated that Caddo has dual enrollment now, but this is a new pilot. Ms. Phelps explained that this pilot only addresses the state paying for a child who qualifies for free and reduced lunch, and before, colleges and universities have offered this opportunity at a reduced fee. Ms. Phelps further stated that we do offer the program, but we do not have a policy where it's offered at every high school; it is voluntary, and that's what she is proposing, that we offer it at every high school. She said in the information provided, she is uncertain how it was put in writing how it is to be offered; but she has had a number of parents contact her who were unaware of this program and that it's not being offered in every high school. Mrs. Tyler explained that this is the first time the state has ever agreed to pay for some of the courses. In the past, students have had to pay a certain amount unless we were successful in getting scholarships for them. Ms. Phelps stated that even addressing what has been offered, even with advanced placement with the program the state is offering, this is an opportunity for the students to take classes in their area of training. Mr. Henderson asked if when it is said it is offered at every school, have concerns been brought to the superintendent? Mrs. Tyler answered nothing has been brought to her. Mr. Henderson further asked if any student has an interest in participating in the dual enrollment program if they could provide the funding? Mrs. Tyler responded that is correct as far as she knows. Ms. Phelps indicated that is so for everyone that knows about it, but she is saying not everyone knows about the program. Mr. Henderson stated he hopes if there are problems with students participating, that the district will do whatever it can to make sure every child with an interest can participate.

At this point, Mrs. Armstrong passed the gavel to Vice President Lola May.

Mrs. Crawford stated she supports this program and believes it will also help with the drop out rate by giving students who do not think they have the opportunity to go to a school of higher learning, an opportunity to go beyond and get secondary education. She said this also goes back to the goals and is another way to decrease the drop out rate and asked if we can somehow let parents know about the program? Mrs. Tyler stated staff will do so now that we have received information from the state and will look at the criteria for students to enroll in courses. Mrs. Crawford believes it will also be good for those students who have played around. Mrs. Tyler also stated that staff can follow through with some PR on this program.

Mr. Burton said he was one of the innovators of the dual enrollment program at Southern and all the schools in Caddo know about dual enrollment, as well as throughout North Louisiana. He also explained that a student must have a certain average before they can enroll in the program and make sure the course work is in line for the student to graduate on schedule. Mr. Burton said the pilot program, which will add money to the program, is a good thing for the program, however, the program has been in place for five to six years.

Ms. Phelps again stated for clarification that her reason for bringing this to the board is to address the fact that it's not offered in every school because it is optional, and she has had contact with students who are not aware of such an opportunity and she would like for us to look at offering it at every school.

Mrs. May identified items 9-17 as the consent agenda. *Mr. Burton moved, seconded by Mrs. Armstrong, for approval of the proposed agenda and consent agenda for the August 15, 2006 CPSB meeting as presented. Vote on the motion carried unanimously.*

At this point, Vice President May passed the gavel back to President Armstrong.

Reduction of Grant Allocations. Mr. Ramsey asked for clarification if we had just received notification of the reduction of the grant allocations and if the superintendent anticipates this to be only the beginning or is it the end of these adjustments? The superintendent stated these were received late because of a backlog at the state department and staff has still not received notification on LEAP Remediation and if this will be cut. Mrs. Gunn responded that is correct in that we have not received this notification. Mr. Ramsey asked about K-3 Reading and Math and Reading First and if we continue these programs, will the needed money come from the General Fund? The superintendent answered a lot of it will and staff is attempting to coordinate some of the funding now; but in order to keep these programs and to keep them effective, we will have to keep some of this. She explained this was not anticipated, because we were not notified. In the spring, she said it was reported to the board that staff was unsure of the funding because of the rebuilding in New Orleans; however, Caddo has been cut quite a bid in the area of grant dollars. Mrs. Tyler again stated that in order to be effective, staff will have to ask the board to approve some funding from the General Fund. The superintendent stated that staff will do what they can in Title IV and Title V; however, Reading First has worked significantly for increasing the reading achievement of the students in Kindergarten through 3rd grade in the high priority schools, as well as in math, so it will be significant if we don't keep some of the support to the classroom in place.

Mrs. Crawley asked the superintendent regarding the reduction in the grant allocations and the statement that due to the decrease in state funding sufficient money is not available to fully implement Reading First in all 10 schools and if this means we are actually getting less money or do we anticipate going from 8 to 10 schools and now because of the reduction in funds, we will not be able to add the two additional schools? Mrs. Gunn explained we were asked to add two schools, but were only provided partial funding for each of the two schools, so if these two schools are left out, we will also cut more funding than is here. She said the state added more Reading First schools across the state, but they had the same dollar amount which meant less money per district. Mrs. Crawley asked how this money is spent? Mrs. Gunn explained on content coaches, interventionists to work one on one with the students on reading, DIBELS, testing, training. Mrs. Crawley asked if it is mostly salaries? Mrs. Gunn said books will need to be purchased for the two additional schools, money for professional development, and materials are needed for the ongoing Reading First schools. Mrs. Crawley asked about the K-3 program and reducing the reading content coaches from six to three? Mrs. Gunn stated that's correct and it does not leave any money for materials.

Mrs. Crawford asked if we were just notified that the amount would be decreased? Mrs. Tyler explained that staff attended a meeting on Reading First and were told that the state would only be able to give the district the basic allotment for the Reading First schools. Mrs. Tyler further explained that the basic allotment is not what Caddo's proposal requires, and the basic allotment per school does not give the support to the classroom teacher, because all the training, materials, and all the interventions we have to do, and the state had to defend this proposal before a national panel. Now the state has added more schools throughout the state and then cut the district back to the basic allotment depending on the schools to pick up the difference and put the supports back in. The superintendent reported that she has written letters to the state, and after not getting any answer, she called Cecil Picard and learned that he didn't know his staff was adding schools, and since they have already done this, they will not be able to give us the money. She said when asked if Caddo can make it with the basic allotment, she said we can have the basic allotment with less effective implementation, because the children are really learning under this proposal and it has proven to work, and any cut backs now, will hurt the program.

Mrs. Crawford also asked about the MFP and if we actually ended up with a little more money than we thought we would? Mrs. Gunn also noted that Title II, IV and V are in the consolidated Application, which is the amount of money we are asked to write in the application, and we have not received approval on any of these three applications. Ben Wreyford explained that the memo dated July 26th provided the components of the increase in MFP, the amount the state furnished for all the salaries and pay raises; the other components of 50% of levels 1 and 2 prior

adjustments, and the increase in the allocation for mandated costs (which is the \$776,000). He reported the memo also addresses the increased costs for (1) retirement (2) group insurance, and (3) retirement and transportation increases. Mrs. Crawford asked if she understands correctly that we thought we were getting \$8 million and we are now getting \$10 million? Mr. Wreyford explained that is the grand total and the bulk of that amount is for salaries and benefits. Mrs. Crawford said she understands, but asked again if this is more than we thought we were going to get. Mrs. Tyler indicated she believes she understands the question and we did not know how much we were going to initially get for salaries. Mrs. Tyler explained that the \$8.4 million is earmarked for salaries and the district was given \$776,000 for the increase in transportation and retirement.

Bids. Ms. Phelps asked the superintendent how the space will be accommodated at Eden Gardens that she inquired about? Assistant Superintendent Lavergne reported he met with the principal to list all the qualifications and then met with Steve White to discuss options. He said attempts to meet during the summer didn't work out, so they are waiting until school starts.

POLL AUDIENCE

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on the \$200 allotment for teachers for materials and supplies which the board passed in its budget. She said the Federation understands the administration will develop procedures on how these monies are to be allocated and how teachers are to buy supplies. She further stated teachers are buying supplies and there is no information available. Mrs. Tyler responded guidelines have been developed and are at board members' stations today for input prior to distributing to the principals on Friday at the administrators meeting.

Adjournment. *Mr. Burton moved, seconded by Mrs. May, to adjourn. Vote on the motion carried unanimously* and the meeting adjourned at approximately 6:04 p.m.

August 1, 2006

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 6:04 p.m. (immediately following the Executive Committee/Board Work Session) on Tuesday, August 1, 2006 with President Ginger Armstrong presiding and the following school board members present being a quorum: Eursla D. Hardy, Willie Burton, Charlotte Crawley, Lola May, Tammy T. Phelps, Lillian Priest, Bonita Crawford, Larry Ramsey and Willie Henderson. Mrs. Armstrong announced that Mr. Guin and Mr. Rachal are out of town. Also present were Secretary Ollie S. Tyler, and Reginald Abrams, legal counsel. The invocation and Pledge of Allegiance were omitted.

PERSONNEL RECOMMENDATION(S)

Mr. Burton moved, seconded by Mrs. Hardy, for approval of the personnel recommendations as recommended by the superintendent and staff and included in the mailout. Vote on the motion carried unanimously. Mary Nash Robinson, assistant superintendent of human resources, introduced the following appointments approved by the CPSB: (1) Buddy Hankins, assistant principal of administration at J. B. Harville/Oak Terrace Alternative School for the fall semester of the 2006-2007 school year; (2) Darlene Simons, assistant principal of instruction at Northwood High School; (3) Deloris Lynch, assistant principal of instruction at Booker T. Washington High School; (4) Frances Price, instructional technologist; (5) Pamela O'Guinn, counselor at Woodlawn High School for the 2006-2007 school year, and (6) Yvette Thompson, half-time counselor at Linear Middle School. These appointments will receive the appropriate salary as reflected by the Caddo Parish School Board salary schedule applicable to the position to which they were appointed. Administrators, family and other guests present also were recognized.

PUPIL PROGRESSION PLAN

Mrs. May moved, seconded by Mrs. Crawley, to accept the Pupil Progression Plan for 2006-2007 as recommended by staff and included in the mailout. Vote on the motion carried unanimously.

RECOMMENDATION FOR EMPLOYEES' PAY RAISES

President Armstrong announced that she received calls from board members who did not realize this would be on today's agenda and could not be at the meeting for the discussion. She further stated that as president she is pulling this item until the August 15th board meeting.

Mr. Ramsey asked for a point of order and isn't this item the superintendent's, and asked if the superintendent is ready to pull this item? President Armstrong restated she is not pulling the item, but is postponing the item until the August 15th board meeting. Mr. Ramsey asked if would be appropriate to have a motion to postpone?

Mr. Abrams explained the board can do one of two things. The board can pull the item by the superintendent or postpone by consent; and this will occur if there is no objection. He added if there is no objection, the item is moved to the next agenda and the board does not have to vote; however, if someone objects, a motion to postpone would be necessary.

Mrs. Armstrong stated that as a courtesy to the board members who are absent, she is asking that this item be placed on the August 15th regular board meeting agenda.

Adjournment. *Mrs. May moved, seconded by Ms. Phelps, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 6:10 p.m.*

Ollie S. Tyler, Secretary

Ginger Armstrong, President

August 15, 2006

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, August 15, 2006 with President Ginger Armstrong presiding and the following school board members present being a quorum: Phillip Guin, Eursla D. Hardy, Willie Burton, Charlotte Crawley, Lola May, Tammy T. Phelps (arrived at approximately 5:15 p.m.), Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey and Willie Henderson. Also present were Secretary Ollie S. Tyler and Legal Counsel Reginald Abrams. The invocation and Pledge of Allegiance were given by Larry Ramsey.

CONSIDERATION OF MINUTES OF THE JULY 18, 2006 AND AUGUST 1, 2006 CPSB MEETINGS

Mr. Burton moved, seconded by Mrs. May, that the minutes of the July 18, 2006 and August 1, 2006 CPSB meetings be approved. Vote on the motion carried unanimously.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Superintendent Tyler presented the agenda and highlighted items for the board's consideration. Agenda Item No. 11.A. (Using Library Resources to Enhance Student Achievement) was pulled and the personnel recommendation for 504/Dyslexia Specialist was taken off consent. The superintendent also announced that on Agenda Item No. 17 (Reduction in Grant Allocations), staff has made an adjustment in the total amount requested as a result of the reduction in grant allocations and the new amount is \$728,533 rather than the \$1,070,152.39. Mrs. Armstrong announced Items 9 (with the exception of the 504/Dyslexia Specialist recommendation)-11. B. & C. and 12-17 as the Consent Agenda.

Ms. Priest asked about the possibility of moving Item No. 18 to follow Item No. 19 as she believes the action on Item No. 19 may affect Item No. 18. *Mr. Henderson moved, seconded by Mrs. Hardy, that Items 18 and 19 be switched on the agenda.* Mr. Henderson stated he believes the board should face the issue before it and handle it in a professional way. *Vote on the motion carried with Board members Crawley and Crawford opposed and Board members Guin, Hardy, Burton, May, Priest, Rachal, Ramsey, Armstrong and Henderson supporting the motion.*

Mr. Rachal asked the superintendent to restate the change in Item No. 17 "Reduction in Grant Allocations". Mrs. Tyler stated that staff, after further review, believes we need to have some of the funds alleviated by the state replaced by general fund monies in order to not diminish the quality of the programs in place. Staff also believes we will be able to make the programs in Title II, IV, V and the Special Education Preschool Grant work without asking for the entire amount from general fund, which will add funds back in the general fund to use for the much-deserved raises for all employees. The only dollars staff is now requesting are for K-3 Reading & Math (\$233,330.93) and Reading First (\$495,202.46) for a total of \$728,533. Mr. Henderson asked if the two-page handout information at the stations on the ending balance is the same figures? The superintendent answered it is.

SPECIAL RECOGNITIONS/PRESENTATIONS

On behalf of the CPSB and staff, Burnadine Moss Anderson, executive assistant to the superintendent/communications, made the following special recognition. The president and superintendent greeted and presented the honoree with a certificate/award for her outstanding accomplishment. Parents, school administrators, staff and other guests also were recognized.

2006-2007 CPS Calendar Book Cover Design Winner. Mrs. Anderson recognized Chasity Knox as the winner of the 2006-2007 CPS Calendar Book Cover Design. She announced Chasity is a recent graduate of the Caddo Public School System, graduating from Southwood in May, 2006. She also was a student at the Caddo Career & Technology Center where Mrs. Annette Tolbert was her teacher. Mrs. Anderson reminded the board that Chasity was previously recognized for earning a gold medal at the SKILLS USA competition, and also served as the Secretary-Treasurer of the National Technical Honors Society. Locally, she has won T-shirt design contests, as well as cover designs for the CCTC memory book and the 2006 Seniors College and Career booklet. Mrs. Anderson announced Miss Knox received a \$1,500 scholarship and presented her a \$100 check from the board for the planning calendar design.

Scott Hughes, Alliance for Education, recognized Chasity for winning the logo design at the high school level for the Annual Education Walk on October 21st and presented her with certificates naming her as the winner of the senior high competition and the overall competition, a T-shirt with her logo design on it, and a check for \$300. Mr. Hughes also expressed appreciation to Henry Price, art supervisor for Caddo schools, for his assistance and support in this project.

VISITORS

Cedric Choyce, president of the Caddo Association of Educators, addressed the board on the proposed employee pay raise asking for the board's support of the 5% pay increase with the stipulation that no employee will receive less than the state raise of \$1,660 for certified employees and \$500 for support employees if under this proposal this should occur. He stated that since May, the CAE has reminded the board that employees look forward to another parish supplement to the state pay raise proposal which the CAE and LAE lobbied for in Baton Rouge. He added the 5% proposal will accomplish this. Mr. Choyce added that under the 5% proposal teachers with advanced degrees and those employees with more years of services will receive more of a salary supplement. Teachers making \$40,000 will receive \$2,000 instead of the \$1,660 and those making \$50,000 will receive \$2,500 and support employees making \$15,000 will receive \$675. He reminded the board that teachers in Bossier Parish have received \$2,200 and support employees have received \$500 through state funds as well as a local salary supplement of \$445 for all employees. Mr. Choyce also shared information on what other surrounding parishes are doing in terms of pay increases for their employees. He encouraged the board to provide a local supplement above the state raise and support the 5% across the board proposal in order for Caddo Parish to remain competitive and to be able to continue to recruit and retain highly qualified personnel. He added that with the consistent increase in tax revenues above budgetary predictions, he believes the additional cost of \$2.8 million in recurring revenues make the 5% plan one the board can support. He closed by stating that the employees look forward to the board providing this supplement as it has done in past years as a demonstration that the Caddo Parish School Board values and appreciates the contributions of every school employee in the instructional process, whether by direct student contact or indirectly in a support capacity. Mr. Choyce encouraged the board to consider the 5% proposal to provide a local supplement to the state pay raise in order to continue to compete with neighboring parishes, and thanked the superintendent for her recommendation for an employee pay raise.

Jackie Lansdale, president of the Caddo Federation of Teachers and Support Personnel, asked the board if they had ever considered the actual investment in time and money it takes to become a teacher, i.e., a minimum of 4 years for a bachelor's degree and meeting the ever increasing certification requirements. She said such an investment deserves the opportunity to seek solutions and protections, those provided by their professional organizations. She said when an employee is faced with a disciplinary action that could possibly alter their chosen path, they deserve to protect their investment by having their professional organization representative in any meeting when the supervisor is present. She added when there is a disagreement between administrators and employees, there is a grievance procedure in place which is designed to resolve problems at the lowest level possible. Mrs. Lansdale stated that employee organizations have historically played an important role in the process by assisting employees and determining if they have a complaint or grievance, and it is the role of the professional organization to insure the process is used correctly and not to embarrass or harass any individual. She said the process is effective when the employee is provided the opportunity to seek counsel with their professional organization. She added that teachers and school employees are dedicated and take great pride in serving the children, parents and citizens of Caddo Parish, and they continue to seek professional development including the services provided by the professional organizations. Mrs. Lansdale reported the professional organizations have provided workshops and seminars, i.e. employee health and safety workshops and academic assistance, and announced that on Wednesday CFT will be offering a workshop for teachers seeking national board certification. She also stated she believes employees should not only be able to seek services of a professional organization before and after school, but also during breaks or any non-student contact time. She encouraged the board to immediately begin implementing a policy that will demonstrate the dignity and respect that the employees deserve. Also, in considering the proposed pay increase, Mrs. Lansdale said it is the CFT's position that the 5% should be inclusive of all teachers and school employees with no salary lower than the state pass-through because (1) it does not create an artificial division between employee groups as recently seen in other districts, (2) the 5%

demonstrates the board's recognition of longevity and advanced degrees in training that is clearly a win-win for the teachers and the boys and girls in the classroom, and (3) the 5% is important as we continue to keep pace with surrounding districts who have increased employee salaries via the passage of bonds and tax increases. She stated as an urban district, Caddo must maintain attractive salaries if it is to attract and maintain a quality employee base. Critical factors in keeping the quality public employee staff in place include competitive salaries, lower teacher pupil ratio, materials and supplies, administrative support, dignity and respect.

CONFIRM THE CONSENT AGENDA

Mr. Burton moved, seconded by Mrs. May, to approve the consent agenda as presented. Vote on the motion carried unanimously. The superintendent summarized the board's action and the following items categorized as the consent agenda.

Agenda Item No. 9 A.

Personnel Recommendations. *Mr. Henderson moved, seconded by Mr. Ramsey, to approve the Superintendent's recommendation for the 504/Dyslexia Specialist. Vote on the motion carried with Board members Guin, Crawley, Rachal and Armstrong opposed and Board members Hardy, Burton, May, Priest, Crawford, Ramsey and Henderson supporting the motion.*

Agenda Items 9. B. and C.

Personnel Recommendations. Per request from the superintendent, Dr. Mary Nash Robinson, assistant superintendent for human resources, introduced the following personnel appointments as recommended by the superintendent and approved by the board: Audrey Allen, ½ time counselor at Linear Middle School (Yvette Thompson was approved at the July board meeting to staff this position, but before signing the contract, she accepted a full time position with our school system); and Mattie Bell, 504/Dyslexia Specialist. These appointments will receive the appropriate salary as reflected by the Caddo Parish School Board Salary Schedule applicable to the position to which they are appointed. Family members, friends, and school administrators present were also recognized.

Requests for Leaves. The following requests for leaves were approved as submitted by the superintendent and staff in the mailout.

Leave Without Pay (July 24-August 2, 2006)

Edgar Schiro, Band Director, Captain Shreve High School, 3 years

Leave Without Pay (August 21-September 5, 2006)

Jennifer Scoggins, Teacher, Summerfield Elementary, 5 years

Sabbatical (Medical) – (Fall Semester of 2006-2007 school year)

Mary Holmes, Teacher, Donnie Bickham Middle School, 11 years

Leave Without Pay (2006-2007 and 2007-2008 school years)

Ginger Grant, Content Coach, Linwood Middle School, .5 year

Leave Without Pay (2006-2007 school year)

Stephanie Joseph, Teacher, Fairfield Elementary, 10.5 years

Ennis Sullivan, Teacher, Linear Middle School, 5 years

Other (Hiring, Assignment Changes, Separations & Resignations). The board approved the Other (Hiring, Assignment Changes, Separations & Resignations) Report for the period June 24, 2006 through July 28, 2006 as recommended by staff and included in the mailout.

Agenda Item No. 10 A. B. and C.

Bids. The board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) Printing Services for All Schools – Insty Prints for a total of \$104,067.50; and (2) Audio Visual Equipment for Distance Learning – Designs that Compute for a total of \$57,981 and Troxell Communications, Inc. totaling \$140,134.94.

Authority to Hold Annual Salvage Sale. The board authorized staff to hold the annual salvage sale in November, 2006.

Bids (Capital Projects/Construction): The board approved the following bid as recommended by staff and included in the mailout on the bid tabulation sheets: (1) John Gibbs Roof Systems, Inc. with a Base Bid for the sum total of \$226,044 for Project 2007-222, “Mooretown Roofing, Phase II”.

Agenda Item No. 11. B. and C.

Extended School Year Program Budget/Grant. The board approved the Extended School Year Program Budget/Grant as recommended by staff and included in the mailout. This program will fulfill requirements of providing an extension of services from the regular school year to students of all exceptionalities who meet the criteria. The total amount of funding is \$187,895.

21st Century Community Learning Centers Grant. The board approved the 21st Century Community Learning Centers Grant application as recommended by staff and included in the mailout. This grant will build upon the foundation of a previously successful project conducted by the VOA and will include students from Central, Ingersoll, Queensborough, J. S. Clark and Linear and will serve approximately 375 students by providing after-school and summer academic enrichment learning opportunities. The total amount of funding for the 3-year grant period is \$2,399,327.

Agenda Item No. 12

Special Education Interagency Agreements and Contracts. The board approved the adoption of the Special Education Interagency Agreements and Contracts as recommended by staff and submitted in the mailout. A summary of these agreements and contracts was provided in the mailout. Copies of the agreements/contracts in their entirety are filed in the official papers of the CPSB.

Agenda Item No. 13

Professional Development Days. The board approved professional development days above the parish approved days for the following schools: (1) Linwood Middle School – September 1, 2006 and October 16, 2006; (2) Bethune Middle Academy – October 16, 2006 and February 16, 2007; (3) Fairfield and Timmons – September 1, 2006 and October 12, 2006. Staff verified each of these schools will still exceed the 63,720 minutes of instruction required by BESE.

Agenda Item No. 14

EAST Lab Contract for Linwood Middle School. The board approved the contract for the EAST (Environmental and Spatial Technology) Laboratory at Linwood Middle School for the 2006-2007 school year. This contract formalizes services between the CPSB and EAST, Inc. and includes, but is not limited to, pedagogical training for EAST laboratory facilitators, technical training for EAST laboratory students, an annual Partnership Conference, and other support and consultation for the program. This program will enhance the Math, Science, Technology program at Linwood. The funding source will be Title I School Improvement and grant allocations.

Agenda Item No. 15

Dual Enrollment. The board approved the proposed policy that dual enrollment opportunities will be provided at all Caddo Parish high schools and that students will be provided notice in writing of the opportunity to earn college credit while enrolled in high school.

Agenda Item No. 16

2006-2007 Parishwide Goals and Objectives. The board approved the proposed 2006-2007 parishwide goals and objectives as submitted in the mailout. An original copy in its entirety is filed in the official papers of the CPSB.

Agenda Item No. 17.

Reduction in Grant Allocations. The board approved \$728,533 from the general fund to cover reductions in grant allocations from the State Department of Education for the K-3 Reading & Math grant (\$233,330.93) and the Reading First Grant (\$495,202.46) as recommended by staff.

AMEND/RESCIND REVISIONS MADE TO CPSB POLICY GCA (STAFFING FORMULA) DURING JUNE OF 2006 BOARD MEETING, RE: KINDERGARTEN PUPIL:TEACHER RATIO

Ms. Priest moved, seconded by Mrs. Hardy, approval of rescission of all revisions made to CPSB Policy GCA (Staffing Formula) during the June of 2006 board meeting and reenacting the policy as it existed prior to the vote as provided in the mailout. Ms. Priest stated that her rationale for bringing this motion is we will be able to achieve the 20:1 ratio in kindergarten by using other funding sources and utilize the dollars saved to give all Caddo employees the pay raise they so richly deserve. Mrs. Hardy stated she concurs with Ms. Priest's comments. Mr. Ramsey asked the superintendent what her recommendation is regarding this motion? Mrs. Tyler stated she concurs with the recommendation; and if the board does this, staff will look at Title II funding, which staff has already been doing, for lowering the class size to 20:1 and at the same time keep the district financially sound. He said he concurs with the motion on the floor and a lot of discussion has taken place and asked the board to consider supporting this motion. He added he has faith in the implementation of this endeavor to reduce the kindergarten classes to 20:1 and use the general fund dollars on pay increases; and while Caddo's employees deserve the best we can give them, we don't need to jeopardize anything that could cause the district to have to go back an undo it again.

Mr. Rachal called for the question, seconded by Mr. Burton. Vote on the motion to end debate carried with Board member Rachal opposed and Board members Guin, Hardy, Burton, Crawley, May, Priest, Crawford, Ramsey, Armstrong and Henderson supporting the motion.

Ms. Phelps arrived at this point in the meeting (approximately 5:15 p.m.)

Vote on the motion to rescind action at the June 2006 board meeting on Policy GCA failed with Board members Guin, Crawley, May, Phelps, Crawford, Rachal, Armstrong and Henderson opposed and Board members Hardy, Burton, Priest, and Ramsey supporting the motion.

RECOMMENDATION FOR EMPLOYEES' PAY RAISES

Mr. Guin moved, seconded by Mr. Burton, to approve a 5% across the board salary increase for all Caddo Parish School Board employees to be effective at the beginning of the 2006-2007 fiscal year. Mr. Guin stated he understands that some of Caddo's paraprofessionals and other employees struggle on their salaries, and he does not believe it is fair to give 5% in one area and 4.5% in another. He said he respects the superintendent and staff for the reasoning behind their recommendation and understands it is budget driven, but he believes a 5% across the board to all employees is what's fair.

Mr. Ramsey said this item was pulled and before the board votes, he would like the superintendent to speak to it since it is her item. The superintendent stated she concurs with Mr. Guin and explained that staff looked at 5% for all employees, because Caddo has outstanding employees and she wants to make sure we keep them, but she doesn't want to go back to where we were in 2003 when letters went out to employees laying them off. She said with recurring expenses, and if we do not have a good year every year, we could possibly end up in that same position again. The superintendent said she concurs with the 5%; however, stated that if funding from Title II could have been used to lower the teacher:pupil ratio in kindergarten, and reminded the board that she has reported this to the board for over a year, we would hopefully not be in a financial bind in 5-6 years. Mrs. Tyler warned the board we could possibly put ourselves in trouble if we don't do something about this situation, because it is recurring every year, and a couple of bad years will put the district in financial trouble. The superintendent noted information placed at board members' stations and stated that at the present time we have a healthy ending balance because a total of \$6 million in one-time allotments came to the district (i.e., hurricane evacuees' federal dollars, settlement in the medical community on sales taxes) that will not come back to the district, but recurring expenses will happen every year, and it only

takes an extra \$4 million in recurring expenses for the next four years to drain the ending balance. Mrs. Tyler reminded the board that if that happens and we must begin reducing the work force, she wants the record to reflect that she so notified the board of the cuts in federal and state dollars and we do not know what will happen next year nor the year following. She said there are quality programs in place for which we need to have funding in order to provide the necessary training and resources to continue to grow and meet the new standards as the bar is raised. Mr. Ramsey asked about adding the \$10.5 million, which is a wash with the expenses we have, and if the 5% pay raise for all employees includes the additional ½ percent added for support employees? Mr. Wreyford answered that the line item of \$3,065,000 does include the 5% for non-certified employees. Mr. Ramsey further stated he likes the idea of giving the employees the money, but he hopes if we do get in a bind that the board will be just as quick to make the necessary cuts to get the budget back in line. He also said that after the staffing formula changed in 2001, we experienced 9/11, which had a major impact; and he believes the British just stopped a plot that could have also had a major impact on the economy. Mr. Ramsey stated his point is that we don't need to spend the district's money unwisely.

Mrs. Hardy said she also has received numerous calls and expressed her appreciation for the questions asked by Mr. Ramsey and answered by the superintendent.

Mrs. Tyler asked the board to support the 5% for the employees, because they deserve it. However, she also asked the board to think about the \$1 million recurring cost associated with lowering the pupil teacher ratio to 20:1 in kindergarten and allow staff to fund this lower ratio with funds other than the general fund.

Mr. Henderson stated he believes everyone shares the superintendent's concern regarding the need to give the 5% increase to our employees, because they deserve it. He added he has received more calls on this issue than any other during his tenure on the school board. He asked, for clarification, if the information presented on the ending balance sheet on the \$10,555,000, and if staff said each of these figures varies annually? Mrs. Tyler answered that is correct. Mr. Henderson asked if when work began on the 06-07 general fund budget, was there not a figure included on variances in expenditure accounts? Mr. Wreyford said that is correct, as when the budget development begins, staff must go through the budget line by line through hundreds of accounts in the February-March timeframe based on the information available. He further stated that at that time, staff estimates how much the account may vary from what the budget sets, i.e. if expenditures look like they will come in under the budget, then there is a positive variance, and if revenues come in over the budget, that's another positive variance, but at the end of the year when the books are closed, staff can look to determine how much greater the variance was in a snapshot now versus a snapshot in the spring. He explained that the numbers on this report (memo) are simply the further variances that were in our favor from all of the different accounts. Mr. Henderson asked Mr. Wreyford if this is a final variance figure that we might be looking at? Mr. Wreyford said we are basically done and this figure would be a final. He asked what the total positive variances were for expenditures for the approved budget and the actual ending budget? Mr. Wreyford explained that the initial budgeted ending balance was almost \$18 million and we estimated we would have approximately \$3 million in positive variances, which is what got us up to the \$21 million in March. He said since March, some additional things have occurred in addition to the \$3 million variance. Mr. Henderson asked if staff has added \$1,168,000 as a positive variance? Mr. Wreyford said that is correct because the other variance would have been calculated into the \$21 million that occurred after that. Mr. Henderson said the only reason he asks the question is because he shares the superintendent's concern about how we spend our funds and the need to be frugal in watching the bottom line. He said he believes when the board is in the budget process, we may recognize that while there is no guarantee, and he knows the positive variance varies, it is certain we have always had one. He said this is encouraging and he doesn't believe this is something that can be put into concrete, but it does help him. Mr. Wreyford further explained that with a budget the size of Caddo's, if expenditures or revenues vary even a ½ percent, this can greatly direct the final number. Mr. Henderson indicated he feels comfortable with the \$20.5 million to do this.

Mr. Burton called for the question, seconded by Mr. Guin. Vote on the motion to end debate carried with Ms. Phelps opposed and Board members Guin, Hardy, Burton, Crawley, May, Priest, Crawford, Rachal, Ramsey, Armstrong and Henderson supporting the motion.

Vote on the main motion carried unanimously.

SUPERINTENDENT'S REPORT

Update on Construction Report. Mrs. Tyler announced the update on the construction projects was sent to the board members in the *Weekly Briefing*. Ms. Phelps inquired about an update on District 6 projects, and the superintendent reported staff is working on completing the information requested and will forward it to Ms. Phelps.

Mrs. May asked Steve White about the air conditioning at Lakeshore. Mr. White responded that all the cooling has taken place and there are a few punch list items to address and cleaning.

Mrs. Hardy complimented those who have worked so hard on the wing at Pine Grove.

Mr. Ramsey asked Steve White for an update on the new wing at Ridgewood Middle School? Mr. White explained the block work is complete, and brick work has begun on the west end of the building despite a slight problem, and the anticipated completion date is between Thanksgiving and Christmas.

UNFINISHED BUSINESS

Mr. Henderson asked for an explanation on discussion/questions when someone calls for the question? Mr. Abrams indicated he would get with him and attempt to answer any questions/concerns he may have.

NEW BUSINESS

President Armstrong announced that board members will be asked at a special called meeting following the September 5th work session to elect one school board member to serve on the Discipline Review Committee. She explained this group will review the policies, discuss staff's, parents' and students' concerns, and propose revisions to insure it remains current and applicable.

Mrs. Hardy noted that at the last board meeting, action was postponed on one of the items because some of the board members were absent, and she concurs with that decision. She said, however, when she received the letter regarding the mini-retreat on August 26th, she immediately called Mrs. Armstrong to let her know she would not be able to attend as she will be out of town, and she believes the President should have returned her call to let her know it was scheduled anyway. Mrs. Armstrong explained she checked with the Board's Attorney and Mrs. Tyler because their schedules are so crowded and apologized for any inconvenience.

Mr. Ramsey asked about an agenda for the retreat. Mrs. Armstrong indicated that Mr. Abrams is working on the agenda with her and she has talked to the superintendent and it will be sent out.

Mrs. Crawford said she will be campaigning for the election on the morning of August 26th and asked Mrs. Armstrong to consider holding the retreat after the September 30th election. Mrs. Armstrong responded she will get with Mr. Abrams, the superintendent and other board members to look at a date after September 30th.

Mr. Henderson asked Mr. Abrams for some guidance on the ethics form. Mr. Abrams indicated any board member with a family member employed by the Caddo Parish School System will need to file this disclosure form.

ANNOUNCEMENTS AND REQUESTS

Mrs. Crawford asked the superintendent and staff to look at the feasibility of using Title II funds to reduce the class size in 4th grade when testing. Mrs. Tyler responded we will go back to using it there, as this is what staff has been doing.

Mr. Guin asked that board members receive minutes of the Focus Group meetings. Ms. Phelps thanked Mr. Guin for the suggestion of receiving the Focus Group minutes, because when the newspaper comes out she has had to explain that it was not exactly the way it was written in the paper and believes having minutes would be very beneficial.

Mrs. Crawley asked that the superintendent review with the three professional organizations the new teacher reception at Ridgewood as she feels it was not readily available to the teachers and that they should be on site.

Mrs. Crawley asked the superintendent and staff to look at the 360 degree evaluation system.

Mrs. Crawley asked staff to provide an update on the lighting for the South Highlands campus.

Ms. Phelps requested that staff look at the registration system as she visited Woodlawn this year and was surprised at how registration is done, especially for the students who did not know if they had passed or not. Mrs. Tyler stated staff will look into this matter, but the staff has no control over when the state sends it to us, which was two days before school opened, and the staff worked 16 and 17 hours a day to determine each of those students' status. Ms. Phelps said if it is necessary to change the schedule, we might need to look at technology and how we might make this happen.

Mrs. Armstrong asked the superintendent to research the means for an across the board one-time \$500 salary supplement for Christmas for all employees.

Mrs. Tyler announced the district will receive the ACT results at 12:01 tonight. She explained they are embargoed until 12:01, but she wanted the board to know this as it will more than likely be in tomorrow morning's paper. The superintendent expressed appreciation to everyone for all the hard work.

EXECUTIVE SESSION

Mr. Burton moved, seconded by Ms. Phelps, to accept staff's recommendation for the four students who are recommended to return to their home schools and to go into executive session for up to 10 minutes to hear the appeal for the student who was expelled but did not attend an alternative school.

Mr. Guin asked the superintendent if she is in agreement with the recommendation for students whose initials are M.H. and S.B.? The superintendent said after discussions and looking at these students, some of whom did not spend much time in an alternative school, she would like to have some dialogue. Mr. Guin asked if the superintendent is opposed to an amendment to the original motion to leave these two out? The superintendent responded she is not, but would also need to include the student whose initials are T.B. *Mr. Guin moved, seconded by Mr. Ramsey, to amend the main motion to hold hearings for up to 10 minutes each for student with initials M.H., S.B., and T.B., and to support staff's recommendation on the student with initials J.J. Vote on the motion as amended carried unanimously.*

Following a brief five-minute recess, the board went into executive session at approximately 6:03 p.m. The board reconvened into open session at approximately 6:40 p.m.

Mr. Burton left the meeting at approximately 6:10 p.m.

Mr. Guin moved, seconded by Mr. Ramsey, that if the student with initials T.B. agrees to provide periodic negative drug screens at the request of the administration and abides by the condition of the student behavior contract, that he might be able to return to Linear Middle School at mid term 2006-2007 school year on probation. Vote on the motion carried with Board member Rachal opposed and Board members Guin, Hardy, Crawley, May, Phelps, Priest, Crawford, Ramsey, Armstrong and Henderson supporting the motion.

The board went into executive session at approximately 6:43 p.m. and reconvened into open session at approximately 6:57 p.m.

Mr. Guin moved, seconded by Mrs. Hardy, to uphold staff's recommendation concerning the student with initials S.B. with one exception and that is it will begin at mid term of 2006-2007 school year. Vote on the motion carried unanimously. Mrs. Crawley asked if he will be able to get his special classes? The superintendent said staff will work and try to get him what he needs.

The board went into executive session at approximately 6:58 p.m. and reconvened into open session at approximately 7:17 p.m.

Mrs. May moved, seconded by Mrs. Hardy and Mr. Rachal, to uphold staff's recommendation for the student with initials M.H. Vote on the motion carried with Board members Guin, Hardy, Crawley, May, Priest, Crawford, Rachal, Ramsey, Armstrong and Henderson supporting the motion and Board member Phelps abstaining.

The board went into executive session at approximately 7:18 p.m. and reconvened into open session at approximately 7:45 p.m.

Mr. Guin moved, seconded by Mrs. Hardy, to uphold staff's recommendation on the student with initials R.W. Vote on the motion carried with Board member Rachal opposed and Board members Guin, Hardy, Crawley, May, Phelps, Priest, Crawford, Ramsey, Armstrong and Henderson supporting the motion.

Adjournment. *Mr. Ramsey moved, seconded by Mrs. Hardy, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 7:47 p.m.*

Ollie S. Tyler, Secretary

Ginger Armstrong, President

September 5, 2006

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 5:50 p.m. (immediately following the Executive Committee/Board Work Session) on Tuesday, September 5, 2006 with President Ginger Armstrong presiding and the following school board members present being a quorum: Phillip Guin, Eursla D. Hardy, Willie Burton, Charlotte Crawley, Lola May, Tammy T. Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey and Willie Henderson. Also present were Secretary Ollie S. Tyler, and Reginald Abrams, legal counsel. The invocation and Pledge of Allegiance were omitted.

PERSONNEL RECOMMENDATION(S)

Mr. Burton moved, seconded by Mrs. May, to approve the personnel recommendations as recommended by the superintendent and included in the mailout. Vote on the motion carried unanimously. Mary Nash Robinson, assistant superintendent of human resources, introduced the following appointments approved by the CPSB: (1) Dr. Karen Eason, supervisor for English/Language Arts (K-5) and (2) Nancy Thurman, assistant principal at Caddo Heights Elementary for the remainder of the fall semester of the 06-07 school year. These appointments will receive the appropriate salary as reflected by the Caddo Parish School Board salary schedule applicable to the position to which they were appointed. Administrators, family and other guests present also were recognized.

BOARD MEMBER APPOINTMENT TO DISCIPLINE POLICY REVIEW COMMITTEE

Mrs. Armstrong announced that the procedures dictate that one school board member will be elected by majority vote to serve on the Discipline Policy Review Committee. Mr. Burton nominated Tammy Phelps. Mr. Guin moved that nominations be closed. Vote on Tammy Phelps as the board appointment to the Discipline Policy Review Committee carried unanimously.

EXECUTIVE SESSION

Student Readmission Appeal Hearing. *Mr. Burton moved, seconded by Mrs. Crawley, to accept staff's recommendation for the readmission appeal for the student with initials A.B. Vote on the motion carried unanimously.*

Legal Update, Re: Louvenia Gray v. CPSB, CA-06-41324, La. App. 2nd Cir. 2006. *Mr. Burton moved, seconded by Mrs. Crawley, to go into executive session at approximately 6:00 p.m. for approximately 5 minutes for the purpose of hearing an update on the matter of Louvenia Gray v. CPSB, CA-06-41324. Vote on the motion carried unanimously and the board went into executive session at approximately 6:00 p.m. The board reconvened into open session at approximately 6:20 p.m.*

Adjournment. *Mr. Burton moved, seconded by Mr. Guin, to adjourn. Vote on the motion carried and the meeting adjourned at 6:20 p.m.*

Ollie S. Tyler, Secretary

Ginger Armstrong, President

September 5, 2006

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at 4:30 p.m. on Tuesday, September 5, 2006, with President Ginger Armstrong presiding and Lola B. May and Willie D. Burton present being a quorum. Other school board members present were Phillip Guin, Eursla Hardy, Charlotte Crawley, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, and Willie Henderson. Also present were Secretary Ollie S. Tyler, Legal Counsel Reginald Abrams, staff and other visitors. Mrs. Armstrong gave the invocation and led in the Pledge of Allegiance.

PRESENTATIONS

J.B. Harville/Oak Terrace Alternative School Special Summer Program. Wanda Gunn, assistant superintendent for academic affairs, introduced Margaret Brown, principal at Oak Terrace Alternative School, who shared with the board a video presentation on the summer enrichment program at Oak Terrace/J.B. Harville Alternative School. Mrs. Brown noted that the theme for their summer enrichment program was *Around the World in 40 Days*. She said she is often asked why, after working all day long at Oak Terrace, she is interested in extending the school day at Oak Terrace and explained that as much as possible is done during the day to teach the children reading, writing and arithmetic; but after school is when work on the social skills takes place. She reported this program was opened up to other students in the district who were considered to be at risk and an attempt was made to offer a safe, nurturing haven with high quality programming using non-traditional exposures with research based activities for the children. Mrs. Brown stated these after school programs are a worthy investment and are funded by the State Department of Education and the Department of Social Services. The lives of over 300 children from over 30 schools, as well as from some churches and some faith-based organizations, were enriched by enhancing their math and reading skills. Mrs. Brown stated that her personal 10-year goal is to reduce the population at Oak Terrace and this is one of the ways she would like to accomplish this. Members of staff who worked in the program also were introduced. Board members were invited to visit Oak Terrace on October 12th for a special program. Mrs. Gunn expressed her appreciation to Mrs. Brown for always providing extra opportunities for boys and girls.

Update on School Choice. Kathy Gallant, School Improvement Monitor, shared with the board an update on School Choice. Mrs. Gallant reported that as school was getting started, the state department notified us that Caddo must offer School Choice in the schools offered in the previous year because the state would not have the school performance scores ready in time. Mrs. Gallant reported Caddo held four community meetings to explain the School Choice process and shared with the board a compilation of the Powerpoints presented. She said staff explained to the communities that the process is based on the No Child Left Behind Law which is meant to raise standards and achievement for all students. She explained the NCLB law, which is based on four principles – (1) focus on what works (2) accountability for student performance (3) highly qualified staff and (4) empowering parents – calls for greater accountability, state standards and a single accountability system. Louisiana is number one relative to accountability and making certain that teachers are highly qualified. Mrs. Gallant further explained that Caddo complies with the yearly testing in grades 3 through 8, disaggregated data for students and annual report cards, and School Choice provides sanctions in schools that do not make annual yearly progress beginning with targeted assistance, school improvement and restructuring. Mrs. Gallant explained that the timeline is based on 2013-2014 school year where the federal guidelines state that all students must be proficient in reading/language arts, math and science. As previously announced, Mrs. Gallant restated the state will not have this year's scores available until November due to the fact that *iLeap* was given this year, and that tests, school performance scores will be different. Since the state will not have the scores available until November, Mrs. Gallant explained that federal guidelines state all schools that offered School Choice in 2005-2006 will continue to offer Choice and any other sanctions until the new accountability results are available, regardless of improvement in the students' test scores. She further stated that in order to adjust and release the genius in every child, the staff must focus on results, and to do so, the staff asks needed questions, such as What are we achieving through our efforts?, What activities are we undertaking?, and Where can we do better? Mrs. Gallant also stated that success begins at the top with the superintendent, the administration and the board, with the commitment in principle and practice to the intent and

mandates of No Child Left Behind, of which the plan approved by the Caddo Parish School Board does so. Board members were reminded that the law does not use the term “failing school”, but schools are identified as “in need of improvement” and they are capable of getting better results for their students. Mrs. Gallant shared with the board enhancements enacted in the elementary Choice schools, i.e. highly qualified staff, research-based reading programs, additional reading and math teachers, district assistance teams, reading and mathematics content coaches, behavior intervention specialists, shared staff development specialist and shared school improvement monitor, a shared reading lead coach and standardized unit tests to assess student achievement (EduSoft program adopted by the board). She noted that the middle schools in School Improvement II will also receive the same enhancements in addition to the over-age student option at Hamilton Terrace. High schools will receive the extra teachers, content coaches, highly qualified staff and standardized tests. Regarding Bethune Middle School being in School Improvement IV last year and the fact the board voted on a restructuring plan for Bethune to provide them with additional enhancements toward meeting the needs of the students there, including a distinguished educator, a social worker, drill sergeants for 7th and 8th grade site, performance incentive awards for all staff members, a 6th grade center, action lab modules for over-age students and the A Plus Learning Resources. She added all these enhancements are in place at this time. Mrs. Gallant explained this means these schools are receiving in salaries, benefits, programs, services, transportation, etc. a total of an additional \$8.2 million for meeting the needs of the students. Mrs. Gallant reminded the board that while the school performance scores have not been received, the staff believes many of Caddo’s schools will come out of school improvement; however, Choice at the present is determined on the last year’s scores, and all schools but two improved, and shared these results with the board members. She further explained that staff, at the Choice meetings, shared with the parents their rights and options for School Choice and one option was they did not have to enact the School Choice transfer. Mrs. Gallant said principals of the Choice schools set up information tables at these meeting to explain to the parents what their schools were offering and reasons for them to stay at the home schools. She reported that as a result, many of the parents made the decision to stay at the home schools.

The superintendent thanked the staff for the presentations made today. Mrs. Armstrong stated she is elated with what is happening in both arenas and thanked Mrs. Brown and her staff for the great job in the summer program. Ms. Priest commended Mrs. Brown and the faculty/staff who worked with the summer enrichment program which was not only an educational and recreational opportunity, but also one which provided the participants social and team building skills. Regarding the School Choice, Ms. Priest stated she is pleased to see that many of our parents chose to keep their students in the neighborhood schools and believes this is an indication that the adequate resources and highly qualified staff in these schools is what will help our students and schools, not transferring them to other sites. Mrs. Hardy echoed comments by Ms. Priest and commented on the positive reports in the newspaper and expressed her appreciation to the staff for their hard work. Mr. Henderson also stated how impressed he was with what he saw when visiting the summer enrichment program and thanked the superintendent for the list of the activities and resources available in our high priority schools. He said he believes these schools are our greatest concern and what we will do to reduce this number and he is pleased to see what is in place to address, monitor and adjust in order to reach the marks we need to meet. Ms. Phelps also echoed sentiments expressed on both presentations and the positive comments she has heard in the community about this program.

EXECUTIVE COMMITTEE – ESTABLISH AGENDA FOR THE SEPTEMBER 19, 2006 CPSB MEETING

Superintendent Ollie Tyler highlighted the proposed agenda items for the September 19, 2006 Caddo Parish School Board meeting and the following discussion ensued.

Reinstatement of Middle School Science Supervisor Position. The superintendent explained she is asking the board to reinstate the middle school science supervisor position to replace the director of high priority schools. Mrs. Tyler stated that Dr. Jeanette Taylor, director of high priority schools, recently retired and rather than fill this position, she said restoring the supervisor of middle school science is needed in order to meet the directive and mandates of No Child Left Behind for every child to be proficient in this area by the 2013-2014 school year. Mr. Rachal asked if there is a job description for this position? The superintendent explained there is a job description for this position and that it was cut and a director of high priority schools

position was added and staff asked that the middle school science supervisor position not be filled at that time. So, at this time, with the retirement of the director of high priority schools, staff is asking that this position not be filled, but that the middle school science supervisor position be restored instead. Mr. Rachal asked how long this position has been vacant? Mrs. Gunn responded two-three years.

Addition of Clerk Position for Teacher Resource Center. Mrs. Tyler explained she is asking that a clerk position be added to the Teacher Resource Center because of the increased usage of the center by teachers. She said staff is not asking for any monies from the General Fund, but will be asking staff to use monies that are self-generated in the Resource Center. She further explained new equipment has been bought for the Center and teachers are excited about the use of this equipment. Mr. Henderson stated he supports the recommendation and asked the superintendent to research and monitor whether or not we should consider a different way of funding the costs teachers have to pay in the resource center. He said he understands we need to watch the ending balance of the General Fund; however, he doesn't believe the cost for the additional clerk position will be that much and asked her to look at other ways of paying the expenses for this position. He also asked her to look at complaints voiced by many teachers on what they are must pay for materials they use. Mrs. Tyler responded she will research this, but she has discussed this with staff and explained that the basic materials teachers get are free; however, when they want things laminated for their rooms, etc., that's where they must pay a minimal cost, and this is to pay for the equipment they use. She added it would be great if teachers could come in and get whatever they need free; however, the budget has not increased in this area for many years. Mrs. May also stated she is concerned that our educators are having to pay for something they need for something they are doing for our children, so she also would like staff to look at finding some funds so teachers will not have to pay for items in staff development and also stated she hopes the board will look at funding for this. Mrs. Crawford shared with the board her experience of visiting the Teacher Resource Center and encouraged the board to visit this facility and see firsthand how the resources have been expanded to assist the teachers, and with the expansion, she can see the need for an additional clerk. Mrs. Armstrong stated that no other parish in the state has the type facility for its teachers that Caddo has.

Bids. Mr. Rachal asked for further explanation on the bids for the mainframe computer, software and services. Mr. Joe Brown explained that we have reached the end of the life of the current mainframe computer and IBM has advised they will pull support of this equipment in the Spring so it is necessary to upgrade the equipment. He also stated a tab sheet will be available to the board prior to the meeting on the 19th since bids were opened today for this item. Mr. Rachal asked if additional personnel is needed with this new equipment? Mr. Brown indicated he is sensitive to the needs of the board and follows the directive of the superintendent and assistant superintendent, and, if additional personnel were available tomorrow, he could put them to work.

Mr. Rachal also asked about the bid for kindergarten play equipment and if this is a general amount or if there is a list of schools this equipment is for? Jeff Hudson, purchasing agent, explained a certain number of items are kept in stock in the warehouse for opening new kindergarten classes and this number (15 sets) is what is typically ordered each year for setting up new kindergarten classrooms. Mr. Rachal asked if this is for inside the classroom? Mr. Hudson explained it is play sets used in the classrooms.

Change in CPSB Meeting Dates. Mr. Burton explained that on October 17th the superintendent will be honored at the Jr. Achievement Hall of Fame banquet at 6:00 p.m. and she is recommending the board change its meeting to Thursday, October 19th. The second board date is the January 2, 2007 Executive Committee/Board Work Session in which the employees do not return from the Christmas Holidays until January 3rd and she is recommending the board consider changing the January meetings to Tuesday, January 9th for the Work Session and January 23rd for the regular monthly meeting. Also, the April 3rd Executive Committee/Board Work Session falls during Spring Break and she is recommending the dates in April be changed to April 10th for the Work Session and April 24th for the regular monthly meeting. She noted that the change in the April meetings will not conflict with the NSBA annual conference.

Request for use of School Buses by Southern University of Shreveport. Mr. Burton announced he will not abstain from voting on this item, because even though he is employed by Southern University, there is nothing in this request that directly conflicts with him voting on it.

Superintendent's Report. Mr. Burton requested that an item be added under the Superintendent's Report addressing a study on the 4th and 8th grade classes that do not have teachers, but are being staffed with subs since the start of school. He also asked that staff report on the staffing at Booker T. Washington for the English and Science classes and that the superintendent advise the board of any problems in staffing positions.

Mr. Henderson asked about Item No. E – "Survey/Questionnaire of General Contractors" – and if this is the draft at board members' stations? The superintendent responded that is correct. Mr. Henderson stated he does not have any problem with the request, but in looking at the questionnaire, he is troubled by the manner in which the questions are structured. He suggested that the superintendent look at the verbiage, in particular as it relates to the statement regarding *additional effort* and asked if staff knows it requires an additional effort? The superintendent responded we do because the policy says contact needs to be made with each sub contractor if they are needed. Mr. Henderson asked is it not possible that some are already doing this? He further said it is possibly fine, but would like staff to relook at this. Mrs. Tyler indicated that is why staff is providing this information to the board today so if there are any concerns about the structure, Booker White and Steve White can receive your input and possibly restructure the items before sending it out. Mr. Henderson suggested that as a preamble, something relative to the board's action to create this program and is constantly looking at ways to refine it. Mrs. Tyler referred to the cover memo which can also be added to this, or at least some of its verbiage. Ms. Priest asked staff to consider adding under No. 2 of the Questionnaire/Survey an A. and B. to determine if the current system of bids and soliciting has increased the number of bids received from Opportunity Caddo certified vendors and also from the WBE and MBE vendors. She said this is key because this is what the program is about.

Ms. Phelps requested that an update on the schools with no air conditioning in the auditoriums and gyms be identified, specifically Caddo Middle Career & Technology Center and Caddo Heights, and asked that those without air be provided appropriate accommodations during the spring and summer months.

Mrs. Crawley stated that Item D. "State Ranking for Money Spent Directly to the Classroom" information has been sent and can be removed from the agenda. Regarding J. "Review with Professional Organizations," Mrs. Crawley asked if the superintendent had the opportunity to meet with the professional organizations? Mrs. Tyler responded that she met with two of the organizations – CFT and CAE. She reported that she and the staff are crafting a survey of the principals to determine if some additional time can be given to the organizations to go to the campus other than before and after school and during the grievance process. She said she will send copies to the board in the *Weekly Briefing*. She further stated that invitations were extended to the other organizations to come talk with her, and she believes the meetings were productive in beginning the dialogue to establish some processes and procedures for working closer together and trying to be sensitive to what the organizations want to do and what we have to do to keep the academic progress going.

Mrs. Crawley also asked the superintendent about any policies in place to assist parents who cannot afford uniforms for their children? Wanda Gunn stated that each school has in place procedures for addressing these needs and if the parent will contact the principal, they can receive some assistance.

Mrs. Crawley also asked that staff provide board members with copies of teacher pay scales from surrounding parishes.

Mrs. Crawley inquired of staff an explanation on what happens to a teacher's M&S when they do not get what they ordered, does that money go back into the general fund even though the teacher is still in need of what they ordered? The superintendent asked if she is referencing the amount in addition to the \$200 being given each teacher? Mrs. Crawley said she is referring to the \$50 allotment that each teacher receives for ordering from the M&S vendor list, and she knows this is a school management issue and asked staff to address this. The superintendent stated she will ask Mrs. Gunn to meet with the school directors to come up with a way the teachers can get what they ordered.

Mr. Burton stated that when talking to members of the CAE he learned of a problem with an un-air conditioned bus going from the inner city to Herndon Magnet and the concern over the long

distance and the crowded condition on this bus. Mr. Burton said he knows we are in the process of ordering more air conditioned buses, but he believes it's horrible for these students to ride that distance and asked staff to find a way to reschedule these buses so buses on the longer routes are air conditioned. Mr. Jones, director of transportation, responded that all the air conditioned buses we have are assigned to the longer routes; however, there are not enough air conditioned buses to take care of all the long routes. He added there are 10 buses on bid at the present time. Ms. Phelps asked if there is an air conditioned bus going to Herndon? Mr. Jones responded he did not know without looking it up. Mrs. Tyler indicated staff will follow up on this matter.

Mr. Rachal stated that during the school calendar committee meeting, it was his understanding that part of the approval of the existing school calendar is we would have a study done on extending the days and asked that the superintendent provide an update on this issue. Mrs. Tyler responded the staff will follow up on this request.

Mr. Rachal also reported that teachers have contacted him regarding M & S supplies they ordered but never received, nor did they receive credit so they could get the supplies elsewhere with their allotted money.

Mr. Rachal also asked that he be provided a list of the total number of students at each school per grade. The superintendent responded that we should have a more accurate count the week following Labor Day and will provide the requested information to the board.

Mr. Rachal also thanked the staff for the calendar schedule for all schools and how beneficial it is. Mrs. Tyler responded that staff believed board members would like to have a list of what is happening in the schools and thus made it happen.

Ms. Phelps expressed appreciation to the superintendent and Mr. Thomas for addressing the drama teachers' needs. She asked if staff would also look at band requests for instruments, etc., looking at the list and time of their last purchase and how we fund those requests.

Mrs. Crawford asked about the feedback from band teachers that magnet courses are prohibiting students actively participating in band and orchestra and asked the superintendent to check into the accuracy of this. The superintendent responded she would like specifics as to where this is a problem, and Mrs. Crawford responded the two middle schools in her district as well as the feeder schools.

Ms. Priest expressed appreciation for the information on the Parental Compacts and asked how effective is the Parental Compact in the Title I schools; and if they are not signed and enforced, are there any repercussions; and if not, she would like staff to look at ways we can insure compliance. The superintendent responded that staff is working to encourage the parents; however, staff cannot make the parents do anything. Ms. Priest and Ms. Phelps stated that if we can't, some legal assistance is being requested.

Mrs. Armstrong recommended Items 9-17 as the consent agenda. *Mr. Burton moved, seconded by Mrs. May, to approve the proposed agenda and consent agenda for the September 19, 2006 CPSB meeting as presented. Motion carried unanimously.*

Announcement. Ms. Phelps acknowledged the outstanding support of the back to school nights and the wonderful turnout by parents.

Adjournment. *Mr. Burton moved, seconded by Mrs. May, to adjourn. Vote on the motion carried unanimously.*

September 19, 2006

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, September 19, 2006 with President Ginger Armstrong presiding and the following school board members present being a quorum: Eursla D. Hardy, Willie Burton, Lola May, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey and Willie Henderson. President Armstrong announced that Mr. Guin and Ms. Phelps are out of town and Mrs. Crawley is on jury duty. Also present were Secretary Ollie S. Tyler and Legal Counsel Reginald Abrams. The invocation and Pledge of Allegiance were given by Ginger Armstrong.

CONSIDERATION OF MINUTES OF THE AUGUST 15, 2006 AND SEPTEMBER 5, 2006 CPSB MEETINGS

Mr. Burton moved, seconded by Mrs. Hardy, to approve the minutes of the August 15, 2006 and September 5, 2006 CPSB meetings as submitted in the mailout. Vote on the motion carried.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Superintendent Tyler presented the agenda and highlighted items for the board's consideration. President Armstrong proposed that agenda items 9-18 be classified as the consent agenda.

SPECIAL RECOGNITIONS/PRESENTATIONS

On behalf of the CPSB and staff, Burnadine Moss Anderson, executive assistant to the superintendent/communications, made the following special recognitions. The president and superintendent greeted and presented each honoree with a certificate/award for their outstanding accomplishments. Parents, school administrators, staff and other guests also were recognized.

National Special Olympics Games Winner. Michael Taylor, 11th grade student at Captain Shreve High School, was recognized as the recent winner of the National Special Olympics Games. Mrs. Anderson announced that Michael was a member of an 80-member team from Louisiana chosen to represent the state in the first ever National Special Olympics Games in Ames, Iowa this past July. He was one of 11 athletes from Northwest Louisiana and the only one still a student in Caddo Parish. He represented the state in aquatics in the 25-meter back stroke and the 25-meter freestyle. Mrs. Anderson announced that three years ago, Michael was technically a beginner swimmer and has worked very hard to gain this recognition. He won two silver medals. Mrs. Anderson expressed to Michael how proud the board and staff are of him in his accomplishments. She also introduced the principal, Sandra McCalla; his coach and teacher, MaryAnn Cummings, his mother, grandmother and Bill Samuels.

2006-2007 8(g) Competitive Project Awards. The following teachers were recognized for receiving grant monies totaling nearly \$.5 million for projects in Caddo schools. Mrs. Anderson announced that Caddo ranks number 1 in the number of 8(g) awards presented in Louisiana and recognized the following grant recipients: (1) Annette Wilford, \$100,000 for *Swampology II*, Captain Shreve High School; (2) Diana Guin, \$100,000 for USA Unwired II, University Elementary; (3) Jane Meeks, \$99,987, Let's Roll, Arthur Circle Elementary; (4) Louis Cook and Bonnie Martinez, \$43,397 for Reading for Life, Northwood High School; and (5) Stephanie Johnson, \$99,991 for Achievement in Reading Comprehension and Communication, C E Byrd High School. Mrs. Tyler reminded everyone that these are competitive grants and Caddo is competing against all the school systems and Caddo has brought home the largest number in 8(g) competitive project awards.

Phoenix Mars Mission Education and Public Outreach Team. Jean Pomeroy, teacher at Caddo Middle Magnet, was recognized as one of 20 teachers from 500 applicants across the United States and Canada selected to participate in the Phoenix Mars Program. She worked this past summer in Alaska with NASA and the University of Alaska Scientists and Engineers in support of the Phoenix Mars Program. She said the Phoenix will lift off next August from Cape Canaveral and land the following May at the northern polar region of Mars in an attempt to find water that others have indicated should be present in the soil. Ms. Pomeroy has been invited to be in the audience and participate in the luncheon with the mission specialists.

Louisiana PTA Educators of Distinction & Music Award and Outstanding PTA Units.

Mariah Underwood and Vera Jones addressed the board on the recent activities of the PTA in Caddo and recognized Peggy Murphy, president of the Caddo Middle Magnet PTA, and Libby Sayres, president of the C E Byrd High School PTA, for receiving the Louisiana PTA Outstanding Unit award. Mrs. Anderson also recognized Educators of Distinction at the State Level, of which 3 of the 10 are from the Caddo Public School System. The recipients of the Educators of Distinction recognition are Melanie Cathey, C. E. Byrd High School; Nelda Allen, Captain Shreve High School; and Melinda Patty, University Elementary School.

Alcoa Foundation Grant. Gayle Flowers, principal at CCTC when this award was made; Bonnie Martinez, current principal at CCTC; and Darryl Stratton, Director of Human Resources for the Alcoa Foundation, were recognized for the Caddo Career and Technology Center receiving \$10,000 from the Alcoa Foundation. Mrs. Anderson explained that Alcoa Foundation made this donation for the purpose of implementing this program which helps students with interview skills and helps prepare them for the world of work.

MST & SMART Community Partners. Business partners were recognized for the contributions made for providing innovative and stimulating programs that have increased opportunities for Caddo's students in math, science and technology. In the last nine months, Mrs. Anderson announced the Biomedical Research Foundation of Northwest Louisiana has secured over \$124,000 from 18 local individuals and organizations. These funds support programs in the Caddo Parish Public System, i.e. the Science and Medicine Academic Research Training (SMART Program), the Math, Science and Technology (MST) Program, the Lego Robotic programs, the Environmental and Special Technology Program (EAST) and the Biotechnology Magnet Academy. Mrs. Anderson reminded everyone that students have been before the board for receiving national awards. Jack Sharp, president of the Biomedical Research Foundation, shared with those present that it is an honor to recognize those in the community who have assisted in elevating the value of education in the parish and community. Mr. Sharp said that since 1996, education has been one of the top priorities of the Foundation and their mission to create a knowledgeable economy base full of innovation and creativity which they believe will sustain the economy well into the next millennium. Mr. Sharp also stated how proud they are of what the system has done in accepting some of the programs which the Foundation has helped create along with various partners, i.e. the higher institutions of learning and local businesses, to establish programs which they believe will make a difference. He said it is very rewarding to hear of the success of the young people who have allowed their brain trust to become engaged by taking the content of their education and applying it in the world in which they exist by using technology, internet, and other means to get into the context and application of that knowledge. Mr. Sharp announced that the award winners have been at the state, national, and international levels. He said there are also examples of students who were at the point of dropping out of school, who were not well aligned in their educational process, but by engaging in some of these programs, they have found a new self esteem, peer relationships, etc. and have improved and there is no way one can place a value on that. He added there are also those in the community who value education and are willing to make a financial commitment to help supplement the work in the school system and help elevate the programs. Mr. Sharp recognized two families who are responsible for helping make this happen – Bob and Lloyd Childers and Mrs. Cherry Conover for the years of contributions they have made. Those who helped underwrite some of these programs over the past nine months and were recognized include: Mrs. Emma Boyd, Mrs. Stella Chapman, Mrs. Dorothy Tatum, Mrs. Virginia Shehee, AEP Swepco, Betsy Warren; Jack Sharp, The Biomedical Research Foundation; Jim Montgomery, The Charles T. Beard Foundation; Keith Bergeron, Capital One Bank; Vernon Chance, The Committee of One Hundred; Maxine Sarpy, The Community Foundation of Shreveport-Bossier; Mrs. Billie Corley; Mrs. Bobbie Hicks; George Khoury; Tim Quinn, The Magale Foundation; Mrs. Patricia Peyton; Roy James, The Poindexter Foundation; Jon Chumley, Rescuecom; Bill Robicheaux, General Motors Shreveport Assembly Plant; and Jack Whitehead, Rotary Club of Southwest Shreveport. Jack Freeman, middle school science supervisor; Jeff Roberts, MST coordinator; Misty Davis, Biotech coordinator; Ken Wood, principal, Southwood High School; Dr. Gerald Burrow, principal, Ridgewood Middle School; Monica Jenkins-Moore, principal, Linwood Middle School; and other staff persons present were also recognized.

Mrs. Armstrong expressed appreciation to Jack Sharp for his leadership in the development and funding of these programs for the students in Caddo Parish.

Recess. The president called for a brief recess at approximately 5:15 p.m., and the board reconvened at approximately 5:25 p.m.

VISITORS

Mariah Underwood, president of the Caddo PTA, and Vera Jones, representative of the Beta Alpha Chapter of the National Phi Delta Kappa Sorority, addressed the board on parental involvement and announced that this month is National PTA month and they are looking for 100% membership from the Caddo Parish School District. Ms. Jones shared with the board their organization's support of the Project YES Program to help increase parental involvement. Presentations were made to Bethune Middle School, Creswell Elementary and J. S. Clark Middle School for the organization of PTSA units at their schools. Ms. Jones also announced that their assessment of activities at Ingersoll has been completed and a report will be shared with the board in the near future on what parents indicated they want done.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on a letter dated September 8th from Caddo's administration and her disagreement with many of the statements. She shared with the board her exceptions to the administration's position on one particular issue and pointed out statements that were in error. Mrs. Lansdale read the following statement from administration's letter – "You seem to strive to protect those employees who are not accountable to our children.", and that in support of that statement, administration offered the following examples – (1) "that the Caddo Federation of Teachers and Support Personnel provided legal assistance for a teacher who allowed two elementary students to fight without intervening." Mrs. Lansdale stated this allegation is absolutely false; and in fact it was not the Federation that represented this employee. She further stated that the second example is a reference of the Federation's representation of a member of the Federation, and the facts are inaccurate. Mrs. Lansdale confirmed that the Federation did represent a teacher who was reprimanded, but it was for showing an Eddie Murphy comedy to a class. She said the administration returned him to work and he remained an employee for a number of years after that and any legal difficulties he experienced after this incident were not job related. Mrs. Lansdale said the factual inaccuracies were overshadowed by the premise that by the mere act of representation, the Federation is guilty of striving to protect those employees who are not accountable to the children. She expressed her sorrow that this administration does not embrace the concept of representation and that the administration feels that representing employees is anti-children. She said the United States Constitution provides otherwise, as citizens are presumed innocent, and before guilt can be proven, citizens have the right to representation. She said while the administration may view this as protecting the guilty, they respectfully disagree; because one of the most sacred privileges in the Bill of Rights is the right to due process of law – the right to representation, to be confronted by witnesses, to give your own account in response to the accusations and to be judged by an impartial decision maker. She said the Federation takes its role in protecting these rights very seriously and is sorry the administration feels that employees should not be afforded such rights and protection, and that those employee entities that offer such representation are protecting the guilty. Mrs. Lansdale further stated that it was stated by the administration that the purpose of the school is to provide education to children and the Federation can not agree more; however, it is also the administration's responsibility to hire competent employees who value and respect our children, to supervise and evaluate employees, to provide training and assistance to employees to better their skills, and to discipline employees providing due process for all. She said as a professional union, it is their responsibility to be the advocate for the employee regardless of the accusation, ensuring that the employee's side of the issue is heard, to provide competent representation for the employee and enforce the due process by which the employer must by law follow if disciplinary action is being taken against them. They are also responsible for defending all the employees' rights as provided by law and policy, whether, federal, state or local. She also referenced a question in the last paragraph of the letter – "Who will advocate for the children?" Mrs. Lansdale stated that they find great irony in this question as throughout the country advocates for children with special needs have complained that school districts are falling short of state and federal requirements to provide services; and they wonder if the current administration embraces the mission of the child advocate when this present system, or the past one, was faced with such a complaint. She said if administration recognizes its role to advocate on behalf of children, even if it means they are challenging your actions, then surely their's (Federation's) should be recognized as well. She said if their point is not clear, she offers that she knows there have been incidents where superintendents in public

school districts have been forced to respond to wrongful and false accusations made against them, and they wonder if the rebuttal sentiment here is that superintendents who seek representation because they feel they have been wrongly accused are there by engaging in acts that are not accountable to children. She said many superintendents and school administrations not only understand the union's role of advocacy and representation, but they also respect it and she wishes this one did.

CONFIRM THE CONSENT AGENDA

Mr. Burton moved, seconded by Mrs. May, to approve the consent agenda as presented. Vote on the motion carried unanimously. The superintendent summarized the board's action and the following items categorized as the consent agenda.

Agenda Item No. 9 A., B., C. and E.

Personnel Recommendation. Per request from the superintendent, Dr. Mary Nash Robinson, assistant superintendent for human resources, introduced the following personnel appointment as recommended by the superintendent and approved by the board: Sheri Samuels for the position of 504 Specialist. This appointment will receive the appropriate salary as reflected by the Caddo Parish School Board Salary Schedule applicable to the position to which she is appointed. Family members, friends, and school administrators present were also recognized.

Requests for Leaves. The following requests for leaves were approved as submitted by the superintendent and staff in the mailout.

Certified Personnel

Sabbatical (Study) Spring Semester, 2006-2007 School Year

Suzan Cahanin, Behavior Intervention Specialist, Special Programs Ctr., 16 years

Mark Pachankis, Teacher, C. E. Byrd High School, 11 years

Sabbatical (Medical) September 11 through remainder of fall semester, 2006-07 school year

Amber Pinchera, Teacher, Turner Elementary/Middle School, 9.5 years

Catastrophic Illness – April 19-May 25, 2006 (27 days)

Patricia McKibben, Teacher, North Highlands, 7 years

Classified Personnel

Leave Without Pay (August 8, 2006 – January 4, 2007)

D'Juana A. L. Otis, Teacher Aide, Linwood Middle School, 9 years

Leave Without Pay (August 18, 2006 – February 18, 2007)

Louis Ellis, Security Coordinator, Turner Elem./Middle School, 9 years

Leave Without Pay (August 10, 2006-November 1, 2006)

Henry Jones, Teacher Aide, Huntington High School, 1 year

Leave Without Pay (August 24, 2006 – August 1, 2007)

Lakessa Stewart, Teacher Aide, 81st ECE School, 5 years

Leave Without Pay (November 27, 2006 – November 23, 2007)

Monica Taylor, Teacher Aide, Oak Terrace, 6 years

Catastrophic Leave (August 24, 2006 – September 9, 2006)

Marilyn Doggett, Bus Driver, Transportation Dept., 14 years

Catastrophic Leave (August 31, 2006 – October 12, 2006)

Leila J. Bridwell, Bus Driver, Transportation Dept., 12 years

Other (Hiring, Assignment Changes, Separations & Resignations). The board approved the Other (Hiring, Assignment Changes, Separations & Resignations) Report for the period July 31, 2006 through August 25, 2006 as recommended by staff and included in the mailout.

Renewal of Administrative Contracts. The board approved the renewal of administrative contracts for the following as recommended by the superintendent and included in the mailout: Marie Clark, Roy Thomas, Toussaint Battley, Gretchen Boggs, Cindy Brunson, Reginald Dodd, Patsy Latin, Mary Wilson, Rosemary Woodard, Charlotte Bailey, Cherry Burton, Sandra Denmark, Meredith Haynes, Lane Hunnicutt, Marilyn Johnson, Niccie Johnson, Lewis McCulloch, Jerry Paige, Shirley Pierson, Mary Rounds, Charlotte Watson, Scott Aymond, David Brown, Katie Cross, Buddy Dillman, Murdis Dodd, Michelle Fielder, Phillip Givens, Buddy Hankins, Verne Henderson, David Meredith, Tasha Munsen-Robinson, Marilyn Prothro, Loretha

Ary-Smith, Cassandra Chatman, Judith Dodd, Kelly Guerrero, Deborah Hutches, Connie Kidd, Paula Sample, Sheri Samuels, Karen Smith, Lewvon Williams and Twyla Willoughby.

Agenda Item No. 10 A.

Bids. The board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) School Buses – Twin State Trucks, Inc. totaling \$761,477; (2) Digital Video Cameras for Buses – Reject all bids; (3) Kindergarten Play Equipment – Childcraft Education Corp. totaling \$18,960.25, Highsmith, Inc. totaling \$4,923.90, NASCO totaling \$1,675.50, S&S Worldwide, Inc. Totaling \$929.30 and Wood Etc. Corp. totaling \$9,856; and (4) Mainframe Computer, Software and Services – Cornerstone Systems, Inc. totaling \$1,300,116. The bid tabulations sheets are made a part of the permanent record of the Caddo Parish School Board meeting of September 19, 2006.

Agenda Item No. 11

Request for Use of School Buses by Southern University of Shreveport. The board approved the request for Southern University of Shreveport to use six school buses for the Educational Talent Search Program as recommended by staff and included in the mailout. The program will be conducted two days per week September 26, 2006 – December 7, 2006 and the buses will transport students who participate in the after school tutorial program at Linwood, Linear, J. S. Clark, Fair Park, Green Oaks and Booker T. Washington.

Agenda Item No. 12

8(g) Superior Textbooks Grant. The board approved the 8(g) Superior Textbooks, Library Books and/or Reference Materials Grant titled “Using Library Resources to Enhance Student Achievement” as recommended by staff and included in the mailout. The amount of the grant is \$21,954 and will be allocated in equal amounts of \$878.16 to each of 25 participating school libraries to promote student achievement by providing current reference materials and additional library resources.

Agenda Item No. 13

Professional Development Days. The board approved professional development days above the parish approved days for the following schools: (1) A. C. Steere – October 12, 2006; and (2) Westwood Elementary – October 16, 2006 and January 12, 2007.

Agenda Item No. 14

Resolution Calling for a Tenure Hearing for a Tenured Teacher. The board approved the resolution calling for a Tenure Hearing for a Tenured Teacher as recommended by staff and included in the mailout under Confidential cover.

Agenda Item No. 15

Change in CPSB Meeting Dates. The board approved the following change in CPSB meeting dates: (1) Change October 17th CPSB meeting to Thursday, October 19th; (2) Change the January meeting dates to January 9th (work session) and January 23rd for the regular meeting; and (3) Change the April meetings to April 10th (work session) and April 24th for the regular meeting.

Agenda Item No. 16

Reinstatement of Supervisor of Middle School Science Position. The board approved the reinstatement of the Supervisor of Middle School Science position to replace that of the Director of High Priority Schools (which has been vacant since July 31, 2006), effective immediately.

Agenda Item No. 17

Clerk Position for Teacher Resource Center. The board approved adding a Clerk 5 Position to the Teacher Resource Center as recommended by the superintendent and included in the mailout.

Agenda Item No. 18

Resolution for EXPO Classroom Makeover at Caddo Middle Magnet. The board approved a resolution authorizing the makeover of a classroom by EXPO (makers of dry erase markers and accessories) as recommended by staff and included in the mailout.

SUPERINTENDENT'S REPORT

Update on CPSB Construction Projects. The superintendent announced this information was sent to the board in the *Weekly Briefing*.

Feeder Pattern Proposal for Booker T. Washington High School. Mrs. Tyler reported that work on this request is still in progress. She announced at board members' stations is a list of dates for the Town Hall meetings and asked that board members note these on their calendars.

Draft Policy that Requires CPSB to Report Truancy to State Agencies. The superintendent stated that Mr. Abrams is researching this request.

Survey/Questionnaire of General Contractors. The superintendent stated that this information has been sent to the board. Mr. Henderson stated that it appears his concerns have been addressed and he is o.k. with this survey/questionnaire as presented by staff. Mr. Rachal also stated he believes staff did a very good job at tweaking this for getting feedback.

Review of Registration Process at Start of School and after Test Results are Received. Mrs. Tyler announced that this request has been done.

Investigation of Steering of New Teacher from BTW, Fair Park, Green Oaks and Woodlawn. The superintendent stated that this request has been completed.

Update on Capital Projects for District 7 Schools. Mrs. Tyler announced that this update is placed at the board members' stations. Ms. Priest stated that Werner Park was listed instead of Westwood. The superintendent asked staff to provide the corrected information.

Feasibility of Using Title II Funds to Reduce 4th Grade Class Size. The superintendent reported this information has been sent to the board via the *Weekly Briefing*.

Review with Professional Organizations their New Teacher Reception Being Held Away from New Teacher Orientation Site. The superintendent announced that staff has begun dialogue with two organizations, CFT and CAE, and will attempt once again to meet with APEL. She added staff will follow up with a survey to be shared with the board and the professional organizations.

Review of "360 degree" Evaluation System Used by Other School Systems. Mrs. Tyler announced that this item has been pulled.

Progress Report on Lighting of the South Highlands' Campus. The superintendent reported that this report was sent to the board.

Research of the Means for an Across the Board \$500 Christmas Bonus for All Employees. Mrs. Tyler announced that a report on this request has been shared with the board.

Update on RFP for Energy Conservation. The superintendent announced that this update has been done. Mr. Rachal stated that he has discussed with Mr. Abrams about researching the minutes to verify what the board approved. Mr. Abrams responded that he will look at the motion passed and forward the information to Mr. Rachal.

Information on Study to Extend School Days. Mrs. Tyler explained that this is in progress and that staff was told by the board that they wanted to continue with the same calendar committee to offer this study and the information will be sent to the board. Mr. Rachal indicated he has a list of questions to submit for this request.

Report on 4th and 8th Grades Being Staffed with Subs. The superintendent reported that this is being done.

Update on Staffing at BTW (English & Science Classes). Mrs. Tyler explained that this update is being done and that there is something at board members' stations also. Mr. Burton also referenced the math area and acknowledged that qualified and certified teachers are not easily come by and all our schools are experiencing the same problem. However, he believes Distance Learning will help with this problem. The superintendent further explained that the staff is recruiting throughout the year and many of our schools are falling short because of the shortage in math/science and special education teachers across the nation. Mr. Burton asked if we did not offer teachers incentives to come to Caddo? The superintendent said we do.

Report on Magnet Students Having to Choose to Delete Art/Music from Schedules. Mrs. Tyler reported that this information has been sent to the board.

Report on Self-Generated Funds for the New Position in Staff Development. Mrs. Tyler reported that this information has been forwarded to the board members.

Update on Air Conditioning in Werner Park Auditorium. The superintendent announced that this update is at board members' stations today.

Survey To Include Teachers on Opening School Later. The superintendent reported that this survey is in progress with the Calendar Committee.

Teacher Pay Scales from Surrounding Parishes. Mrs. Tyler reported that these pay scales have been sent to the board members.

Update on the Air Conditioning of all Schools in District 5. Mrs. Tyler reported that this update has been done.

Teachers' M&S Money for Items Ordered but Not Received. The superintendent reported that a response has been sent to the board.

Report on Providing Fans During Spring/Summer Months to Schools with No Air Conditioning in Auditoriums, Gyms, etc. (CMCT, Caddo Heights, etc.) Mrs. Tyler announced that staff has provided a report on this request. Ms. Priest asked staff to include the gymnasium at Bethune Middle Academy on Henry Street in this request.

Report on Requests from Bank Directors for Equipment, etc. (to include list of needs and last purchases). Mrs. Tyler reported that work on this request is still in progress.

Mr. Henderson commented that the information board members received on the Teacher Resource Center was very comprehensive and that the only question left in his mind is the comment the superintendent indicated she heard expressed by himself and Mrs. May regarding feedback from teachers on their having to pay. He further stated it seems that the fees are minimum, as well as the other fees to cover what looks like a very comprehensive list of equipment. He further indicated he can see more clearly that staff is doing a good job of managing what we have. He understands that some people may not want to pay anything, but he also recognizes that some people want things that are above the basics and it's only reasonable that they should pay some of the expense.

Mrs. May referenced the *Weekly Briefing* of September 8th and that she was not pleased with the response received on item number 8 "Request for employee salary scales..." and she would like a little more indepth response from Mr. Wreyford.

UNFINISHED BUSINESS

NEW BUSINESS

ANNOUNCEMENTS AND REQUESTS

Mr. Henderson referenced the superintendent's comment in the *Weekly Briefing* concerning Constitutional Amendment No. 9 and reminded the board to look at this information. He reported the LSBA has been working very hard to get to this point and this amendment addresses what we know as "unfunded mandates." He explained that LSBA and the Louisiana Superintendents' Association, this amendment will put school boards on the same footing with other political bodies around the state where acts of the Legislature that are not funded would not be mandated at the local level. He said he believes individual board members should do their part to encourage those they come in contact with to support this. Mr. Rachal also said this is one of the items that as a governmental body, the board struggles with in being mandated to do things from the state in numerous areas where we must provide for our children without being funded. He indicated this is an opportunity for the media and all those present to promote this since many who do not know what an amendment is for will vote against it and this amendment is critical to our community.

Mr. Rachal requested that the superintendent and staff provide him with a map showing each of the board member districts and highlighting all the schools' locations on those maps. The superintendent indicated we do have such a map and asked Mr. Lavergne to share this with Mr. Rachal. Mr. Rachal also stated that he has something for the Comprehensive Enhancement Plan that he would like the superintendent to hand out.

Mrs. Crawford announced that the band teacher at Youree Drive recently won an essay contest from *Intune Magazine* and was the only one awarded in the State. She explained that her essay told how a redo of their band facility would affect students in the classroom and as the winner, the runner up to an American Idol competition attended the announcement and performed and interacted with the students. The superintendent reported that this teacher will be recognized at the October meeting.

The superintendent noted several items placed at board members' stations. She announced the schedule for the Town Hall meetings is set and asked board members who are interested to attend these. Mrs. Tyler also announced that this information was also sent to the members of the Focus Group appointed by the board to work on the Comprehensive Plan for Schools and Students. The superintendent also thanked the Caddo Federation of Teachers/Support Personnel for offering to the paraeducators in Caddo who have not attained the *highly qualified* status a workshop at the Holidome. Mrs. Tyler announced that information was sent to the principals, at the request of Mrs. Lansdale, asking them to encourage the paraeducators to attend this workshop. Also, and in the spirit of cooperation to go further, staff today sent to the 19 individual paraeducators a personal letter about CFT offering this workshop. She also congratulated the staff for their efforts and announced that 99.98% of Caddo's 790 paraeducators have attained the *highly qualified* status.

Mrs. Armstrong shared with the board a thank you card from the employees at Vivian Elementary/Middle School for the pay raise. President Armstrong also asked board members to see her for their United Way pledge card and encouraged them to return them by the next board meeting so the board will contribute toward the district's goal of \$125,000. Mr. Henderson commented on the United Way breakfast and noted that every school and department was recognized except for the board and encouraged the board to participate.

EXECUTIVE SESSION

Louvenia Gray v. CPSB, CA-06-41324, La. App. 2nd Cir. 2006. Mr. Abrams reported that this matter went to the 2nd Circuit Court of Appeals where judgment was rendered requiring a grievance hearing to be held within 60 days of the opinion becoming final. He announced that administration has been able to place Louvenia Gray in a day time position at Caddo Middle Career & Technology School which meets her request and there is no need to have an executive session. Mr. Abrams also acknowledged that Ms. Gray's attorney, Brian Landry, is also present to acknowledge that there is no need for a hearing and that the matter is resolved. Brian Landry stated that is correct and expressed appreciation to Mr. Abrams for the way he handled this matter, and to Dr. Mary Robinson, whose solution is the one being implemented.

Approval of Settlement of Day v. Marshall and CPSB. *Mr. Burton moved, seconded by Mrs. May, to go into executive session for up to 10 minutes for the approval of the settlement of Day v. Marshall and CPSB, in solido, Suit No. 481,312-B, 1st JDC, Caddo Parish, LA. Vote on the motion carried and the board went into executive session at approximately 6:00 p.m.*

The board reconvened in open session at approximately 6:18 p.m.

Mr. Burton moved, seconded by Mrs. May, approval of the settlement of Day v. Marshall and CPSB, in solido, Suit No. 481,312-B, 1st JDC, Caddo Parish, Louisiana as presented by Attorney Abrams. Vote on the motion carried unanimously.

Adjournment. *Mr. Burton moved, seconded by Mrs. May, for adjournment. Vote on the motion carried unanimously and the meeting adjourned at approximately 6:20 p.m.*

Ollie S. Tyler, Superintendent

Ginger Armstrong, President

October 3, 2006

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 6:30 p.m. (immediately following the Executive Committee/Board Work Session) on Tuesday, October 3, 2006 with President Ginger Armstrong presiding and the following school board members present being a quorum: Phillip Guin, Willie Burton, Charlotte Crawley, Lola May, Bonita Crawford, Barry Rachal, Larry Ramsey and Willie Henderson. Also present were Secretary Ollie S. Tyler, and Reginald Abrams, legal counsel. The invocation and Pledge of Allegiance were omitted.

Mr. Guin moved, seconded by Mr. Ramsey, approval of Items 5, 6, 7 and 8 on the agenda as recommended by staff and included in the mailout. Vote on the motion carried unanimously. The following is a summary of the board's action on Items 5, 6, 7 and 8.

Personnel Recommendation. Per request from the superintendent, Dr. Mary Nash Robinson, assistant superintendent for human resources, introduced the following personnel appointment as recommended by the superintendent and approved by the board: Charles Lowder, principal, Shreve Island Elementary. This appointment will receive the appropriate salary as reflected by the Caddo Parish School Board Salary Schedule applicable to the position to which he is appointed. Family members, friends, and school administrators present were also recognized.

Professional Development Days. The board approved the requested change in the professional development day for Summer Grove Elementary School from October 12, 2006 to October 23, 2006 and a request from Fair Park High School for a professional development day on October 16, 2006 as recommended by staff and included in the mailout.

Request for Use of School Buses by Southern University Shreveport for Youth NetWORK Initiative. The board approved the request from Southern University Shreveport for the use of buses and drivers to transport students for field trips and who participate in the Youth NetWORK Initiative two days per week from October 31, 2006 through May 19, 2007 for the David Raines site and two days per week November 14, 2006 through November 15, 2007 for the Lakeside Community Center site as recommended by staff and included in the mailout.

Lunch Provision Agreement with Southern University Sheveport. The board approved the lunch provision agreement with Southern University Shreveport to purchase lunches at Newton Smith Elementary School as recommended by staff and included in the mailout.

EXECUTIVE SESSION

Student Readmission Appeal. *Mr. Burton moved, seconded by Mrs. May, to accept staff's recommendation for the student with initials D.L. as included in the mailout. Vote on the motion carried unanimously.*

ANNOUNCEMENTS

Mrs. Tyler announced that on October 12th, State Superintendent Cecil Picard will visit Summer Grove Elementary School to celebrate education in a very special way. Board members were encouraged to attend at 8:00 a.m. that day. The superintendent also announced the next Town Hall meeting will be held at Captain Shreve High School on October 10th from 6-7:30 p.m.

Adjournment. *Mr. Burton moved, seconded by Mrs. May, for adjournment. Vote on the motion carried unanimously and the meeting adjourned at approximately 6:46 p.m.*

Ollie S. Tyler, Secretary

Ginger Armstrong, President

October 3, 2006

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at 4:30 p.m. on Tuesday, October 3, 2006, with President Ginger Armstrong presiding and Lola B. May and Willie D. Burton present being a quorum. Other school board members present were Phillip Guin, Charlotte Crawley, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, and Willie Henderson. Also present were Secretary Ollie S. Tyler, Legal Counsel Reginald Abrams, staff and other visitors. Mr. Henderson gave the invocation and led in the Pledge of Allegiance.

PRESENTATIONS

Special Services Provided to Caddo Students and Staff Training. Dr. Mary Nash Robinson, assistant superintendent for human resources, introduced Dr. Dominic Salinas, director of special services. Dr. Salinas shared with the board highlights of the Special Services Department and summarized services offered in the following four areas: (1) Dyslexia – The department maintains nine certified and highly qualified dyslexia teachers and assessors who serve 451 identified students, deliver multi-sensory instruction to eligible students and complete assessments of students referred for dyslexia evaluation. They provide 18 hours of inservice for K-3 screening, present multi-sensory training to regular and special education teachers, and offer multi-sensory workshops to middle and high school English teachers. (2) Homebound – The department provides annual inservice to new and experienced homebound teachers, provide services to approximately 300 students per school year, supporting an average of 61 students per week, and offer Louisiana Virtual School option for homebound students at all high schools. (3) School Nurses – Last year Caddo's nurses completed 34,709 vision and hearing screens, screened 2,741 students for scoliosis, wrote 586 health care plans, monitored medications for almost 4,000 students, made 9,008 nursing consults for students and faculty members, and improved their technology to utilize Louisiana State Department of Health Immunization website which allows them to access students' shot records which was very helpful with the displaced Katrina and Rita students last year. He also reported that the state cited the district last year for having 99% compliance in immunization records. (4) Section 504 – This area serves 1,615 eligible students in Caddo's 75 schools, gives 504 support to eight local private and parochial schools, trains new and experienced Section 504 school-based designees, presents inservices for new teachers, school faculties, school counselors and school nurses, updates the 504 manual and provides at least one copy to each Caddo school, routes all student folders through the Department of Special Services to insure compliance, and monitors all current IAPs for compliance. Dr. Salinas also reported that the Department of Special Services has developed and implemented over the past two years a plan to replace all computers more than five years old so we can better serve the students.. The Department also has been commended by the Louisiana Department of Education for being in compliance with state and federal 504 guidelines two years in a row. Dr. Salinas also introduced staff members in this department – Dr. Phyllis Leone, Sheri Samuels, Bridget Causey, Jan Graff and assessors Cheryl Thibodeaux and Sharon McCaskill.

Risk Management. Richard Lavergne, assistant superintendent for support services, recognized Tommy Armstrong, risk management administrator. Mr. Lavergne stated that the Division of Risk Management is in place to help control our losses as well as help get people back to work which is critical in trying to control losses. Tommy Armstrong introduced the Risk Management staff – Gwen Anderson, Workman's Comp Specialist; Maxine Isgitt, secretary; and Jim Nichols, Adjuster. Mr. Armstrong stated the Mission Statement for this area is to have a unified, integrated loss control effort throughout the Caddo Parish School System in a way that includes faculty, personnel, administration, etc. in order to reduce costs related to accidents and injuries and promote a safe and healthy work and education environment with people as our valuable resource. He explained that this department's work revolves around the employees, because if there are no accidents, they have no work to do. They also try to educate the employees on how to have a safe environment, which is everything from driving the trucks and cars to walking safely on a level service. Mr. Armstrong shared a brief overview of the department's day-to-day operation and highlighted workman's compensation costs from 1993-2005, total number of workman's comp checks issued, paperwork involved in processing claims, and intangible ways the department attempts to save money (which is \$603,010.71 over the past three years). He shared charts reflecting the workman's comp claims received over the past five years and the consistency in the numbers, the types of workman's comp claims, workman's comp reserves, how much money the district spent, and comparisons over the past five years. Mr. Armstrong

also reported that in the last 10 years, there have been 1,631 slip and fall claims costing the district in excess of \$2.7 million. He also stated that the staff has worked very hard over the past five years to reduce our at-fault automobile accidents and the last year was very successful in this area. Regarding settlements and the amount of money being spent, Mr. Armstrong explained that it is not always indicative of what actually happens as the norm in any Risk Management Department and shared with the board a chart reflecting what has been spent in each of the last five years which has been substantially lower than the budgeted amount. Relative to the 12 inspections conducted by Mr. Nichols, Mr. Armstrong reported his work has helped improve the playgrounds, the cafeterias, and the kitchens. He concluded by saying this department is doing everything possible to make certain that our school system is safe for the children to get an education in and thanked the board and administration for its continued support in these efforts.

Special Education Policy & Procedures Manual. Wanda Gunn, assistant superintendent for academic affairs, introduced Nadalie Thomas, Director of the Special Education Department who shared with the board highlights of the Special Education Policies & Procedures Manual which includes the different exceptionalities for the disabled students as well as the gifted and talented. Mrs. Thomas explained that the revision of IDEA has aligned the federal law of governing the identification and the education of students with disabilities with the requirements of No Child Left Behind. She added the accountability to provide a free appropriate public education, which is called FAPE, to students with disabilities in their least restrictive environment, specifically addresses the following key areas: (1) to make sure the children address the general curriculum in the least restrictive curriculum, (2) to decrease the number of students with disabilities that are suspended or expelled, and (3) to increase the number of our students with disabilities to graduate with a high school diploma and insure that they progress to post secondary studies. She said the purpose of this presentation is to provide the board with a brief overview of the special education policies and procedures and she announced that Mary Jo Palumbo will address Child Search and the Evaluation Process, Lydia Silas will address the instructional process (the IEP), and Jan Wilson will discuss compliance and in particular the area of discipline. Mrs. Palumbo explained that the Caddo Parish School Board assures that the Child Find and Evaluation assurances are in accordance with the guidelines, Bulletin 1706, and that the Caddo Parish School Board is required to provide screening and evaluation for ages 3-22 and referral and follow up services to children from birth to age 2. Mrs. Palumbo further explained that ongoing Child Find activities are provided for children enrolled in programs operated by the Caddo Parish School Board, in private non-public school programs, and in public and private pre-school or day care programs. She said these activities also apply to highly mobile students, i.e. homeless and migrant children, those identified as English language learners, and those who have not graduated with a regular high school diploma. She said all evaluations conducted for children in Caddo Parish are according to federal and state guidelines, guidelines for pupil appraisals are followed in Bulletin 1508, and transition services are consistent with Bulletin 1706. Mrs. Palumbo highlighted the overall screening process for school age students when there are specific concerns, including the School Level Building Committee that makes important recommendations and decisions regarding the children. She said that each school is assigned a pupil appraisal team as well as a contact person/coordinator who may be a psychologist, a social worker or an educational diagnostician. She said parent/guardian participation is extremely critical and is a required aspect in the process, and that once parents are involved in the process, they must be informed at least once each nine weeks of the progress. Pre-referral activities include a teacher having a concern about a child and holding a parent conference to discuss these concerns and review the cum folder. She explained that in the initial referral process is when the implementation of a scientific, research-based intervention is put into place and the intervention is when the teacher takes a pre-test and comes up with a strategy that is research based to try and improve instruction for insuring that the child has received appropriate instruction. Mrs. Palumbo also explained that regarding the Gifted and Talented Program, the criteria are included in the Policies and Procedures Manual.

Mrs. Silas addressed the IEP process and steps that are followed – evaluation, development of an IEP, assignment to the receiving special education instructional specialist or IEP coordinator responsible for insuring that the IEP is developed for the student within 30 calendar days of the date the report is disseminated to the supervisor. She explained that Caddo Parish takes steps to insure that the parents of the students with disabilities are present at each IEP placement meeting and are afforded the opportunity to participate. Mrs. Silas further explained that it is the responsibility of the ODR to obtain the approval of the student's regular and special education teachers, the direct related service providers and the parents of the IEP placement. The CPSB is

also responsible for attaining informed parental consent prior to providing an initial special education and related services. Mrs. Silas stated that for the Least Restrictive Environment (LRE), special classes, separation of students with disabilities from the regular education environment occurs only when the parent of the student with intense individual needs is such that education in the regular class with the use of supplementary aides cannot be satisfactorily achieved. Mrs. Silas also explained that the responsibility for the Review IEP falls upon the special education teacher and that the teacher will make every attempt to attain parental approval prior to IEP placement even though placement can be made with the IEP Placement Team without that approval.

Jan Wilson highlighted the three parts in the policy which address discipline – (1) assurances that Caddo will continue to keep separate data for non disabled students and compare it to disabled students to insure we are not suspending more of one or the other, that the discipline record is transferred along with the IEP when students move from one school to another; (2) procedures whereby students with disabilities can have 10 days of out of school suspensions, special ed students can be expelled providing that procedural safeguards are followed (manifestation determination review and if the IEP team determines the behavior is not relative to the exceptionality, then the student may be expelled), special circumstances include a student may be expelled for 45 days for drugs, weapons or serious bodily injury; and (3) appeals – where a parent with a child with disabilities may disagree with any decision of the student’s placement or the manifestation review or if the LEA believes that maintaining the student’s current placement substantially may result in injury to the student or others, a hearing from the State Department of Education may be requested. Ms. Wilson further explained that regular education students are eligible for IDEA procedural safeguards under the following certain circumstances – the parent expresses a concern in writing that the child is in need of special education, and may request an evaluation of the child or the teacher or other school personnel may express specific concerns about a pattern of behavior demonstrated by the child directly to the special ed directors or other supervisory personnel. Regarding criminal actions, she explained the basic rule is that criminal action should be reported to the law enforcement office. Mrs. Thomas concluded by announcing the proposed regulations from the Federal Government are now on the State Department of Education’s web site, that Bulletins 1706 and 1508 are being revised and two of Caddo’s staff members have been invited to assist in these revisions.

EXECUTIVE COMMITTEE – ESTABLISH AGENDA FOR THE OCTOBER 19, 2006 CPSB MEETING

President Ginger Armstrong highlighted the proposed agenda items for the October 19, 2006 Caddo Parish School Board meeting and the following discussion ensued.

Revised CPSB Policy IKFB. Superintendent Tyler stated that backup information was not in the mailout as staff is continuing to look at some of the provisions and will provide additional information if staff decides not to pull this one. Mrs. Crawley asked the superintendent what the topic is for Policy IKFB? The superintendent explained it addresses graduation.

Funding for Additional Textbooks. Mr. Rachal asked about the funding for the additional textbooks? Mrs. Tyler explained that staff has been receiving questions, even from board members, about the lack of textbooks in the schools and children not having books to take home. She said each year students lose books and we are unable to get funds back to replace them and there is never enough funding from the state level to buy all the textbooks needed and we continue to get criticized. She further explained that staff is attempting to look at the critical needs in the core areas and see if we can provide some textbooks. Mr. Rachal asked if this is an accumulation over the years? The superintendent responded this is a small amount compared to what is actually needed; these are only the critical needs. Mrs. Gunn commented that two to three years ago we used EEF money to buy over \$1 million in textbooks, but since then, the state department has told us we cannot use EEF money to buy textbooks any more. Mrs. Gunn explained to the board that today’s textbooks cannot be bought for less than \$50 and Caddo does not get that much money per student a year for textbooks so you will always be in the hole until some extra monies are available for books. She added she believes our schools do a great job with what they get, but it is necessary to help them, and these needs are critical. She also reported the principals looked at every possible funding available before they turned in critical numbers for books. Mr. Rachal stated his concern for this amount of money and only the critical needs will be met. He added if there is anything we can do to look at these needs more

aggressively for the long-term and how it can be addressed. Mrs. Tyler explained that we have monies in the budget each year for textbooks, but because the questions kept being raised, staff is recommending some additional help. Mr. Rachal asked if the biggest cost is for students' taking the books? Mrs. Tyler explained that a lot of it is we have never been able to buy every child a book because we don't get enough money. She added that staff continues to try and get any grant funding available for this, because High Stakes testing is real and the standards keep rising.

North Caddo Parish Health Education Alliance Program. Mr. Guin stated he received phone calls asking for additional information on this item and requested those in the audience who have worked on this program be allowed to speak to the board. Ken Cochran, principal of North Caddo, spoke on behalf of a committee that has worked since last spring to put together a program they believe will be a win-win situation for the students. He recognized David Jones, administrator for the North Caddo Medical Center; Stacy Alexander, director of nursing for the North Caddo Medical Center; Rene Tolbert, principal, Vivian Elementary/Middle; Nancy Caldwell, principal, Hosston, and Debra Spearman, teacher at North Caddo who have worked on this committee. He explained that Dr. Steve Taylor, Mayor of Vivian, is absent today because of a conflict and is the chair person of the group, as well as Mike Irvin, principal at Oil City. Mr. Cochran said this group has been in several meetings and they have sought advice from many, including Dr. Dominic Salinas, director of special services; Bridget Causey, supervisor of nurses for Caddo Parish, and representatives from the David Raines Medical facility. He said this group is not seeking any funds from the Caddo Parish School Board as it will be funded from sources in the medical field that are already in place. He further explained that after examining these sources, they now have the opportunity to take the first step and that is what the request on the agenda addresses. He said they have worked with Bridget Causey, supervisor of Caddo nurses, as well as Richard Guthrie, the local North Caddo nurse, to make certain they were entering a situation that would not create any question. This program is a support system that will also add a very much-needed dimension. He described the program as one in its initial stages and attempted to explain that simply put, this is a complex program that looks out for the students, offering them something they need. He said with the accountability mandates today, there is a lot of emphasis on test scores, and the results, without taking a close look at the students' environment. He noted that if a student is fearful of going home, has health concerns going untreated, etc. they cannot be expected to learn at that level and they are hoping to meet that level. Mr. Cochran noted a statement made by Dr. Pat Cooper in McComb, Mississippi that he believes is significant - "that if you take Maslowe's pyramid of hierarchy, school systems today are expected to turn it upside down and start at the top and ignore the needs and still expect students to learn". Mr. Cochran stated they are interested in following the proven models at Linwood and Atkins that have proven to be successful and reach out to the students, as well as the model at McComb, Mississippi. He concluded his comments by saying that the work this committee has done is designed to put into place a system that will help students be healthy and will include the board's recently adopted Wellness Policy as a part of the process, and to use this first step to refer students with needs to other providers. Mr. Cochran added that when the committee met with the Department of Health and Hospitals, they commented on the fact that the group's efforts in seeking interagency cooperation to pool all available resources together to help students is very innovative.

Mr. Guin added that from a funding standpoint, he reminded the board that this group is not looking for funding from the school board and expressed appreciation to Senator Lydia Jackson for introducing legislation this past session that will enable the hospitals to take advantage of some funding; and also, it will be on a voluntary basis similar to Atkins and Linwood for the students and the parents, and legal counsel is in the process of reviewing the permission forms. Also, Medicare, Medicaid and possibly personal insurance will help toward expenses. He added there are two schools in the northern part of the parish that were unintentionally left out, but because of the expedient nature in which this project has been pulled together and to take advantage of the funding, it is anticipated that by the first of next year Mooringsport and Herndon will be added to coverage zone for North Caddo Medical Center. He said it is hoped this will become a pilot program we can monitor. Mr. Guin reported on the opportunity to meet with this group a couple of weeks ago and said that the board, himself included, does not always do a good job of monitoring and grading programs put into place. He believes if we will monitor and grade successes and failures, we can hopefully avoid making the same mistakes as the program is hopefully implemented in other parts of the parish at a later date. Mr. Guin said he encouraged the group to put in a self-evaluation where they will report to the superintendent and the superintendent can report to the board on a quarterly basis. He stated this program is not to

in any way interfere with the nurses we have on staff through the school system, but to try and reduce the number of students that stay home sick. He reminded the board this is a negative mark toward our SPS scores and he believes the more the children are in the classroom, we will help ourselves and help the students learn and ultimately help the test scores. He reminded the board that these monies are available through State and Federal Government grants and announced more grants are available once the program is implemented and allowed to grow.

Mrs. Crawley asked if there will be a connected physician similar to the Atkins and Linwood programs? What will the nurses' responsibilities be? What services will they perform? Mr. Cochran explained the basic difference in the clinics at Linwood and Atkins is this proposal is not a clinic on campus, but will provide nurse support with referral options. He said in some cases students will be referred to physicians and the nurses will be the first step in the process. Mr. Cochran said they envision they will eventually have mental health counseling services directly from the schools into the homes and hopefully build that level of trust through a funnel process at the school. He explained the school will provide a place for the nurse to begin operating on the campus. He said the superintendent and Roy Murry have been instrumental in providing support for the committee and one of the things implemented is the Pastors on Patrol which is a counseling opportunity for the students on the campus. Mrs. Crawley asked if parents are going to be encouraged, if their child is sick, to send them to school and see the nurse and the nurse will determine if they need to be referred to a doctor? Mr. Cochran said that is correct, but the permission slip includes our ability to proceed and refer, communicating with the parent. He noted the model set up in West Feliciana Parish and that the McComb, Mississippi model has shown a decrease in the dropout rate from 38% to 2%. He said we can now speak to absenteeism and health care, but the biggest issue he heard about was the trust factor built between the home and the school which resulted in a learning environment and a desire to stay in school.

Superintendent Tyler also explained there will be an endeavor agreement with this initiative that will be sent to Mr. Abrams and to the board members providing more details of what will be provided through this initiative. Mrs. Crawley indicated she has many questions and anytime we have done a major change, i.e. decision to not outsource our substitutes, it took a year to decide how and what on bringing them into our system. She also said work was done on the pupil teacher ratio for three years and work on the paraprofessional raise a couple of years, and she will not feel comfortable voting on this item at the next meeting. Mrs. Crawley indicated she appreciates the efforts of Mr. Guin and the community, but it's just that we have to make a decision and do our homework too. She explained that when a teacher gives homework, one person in the class can't be the only one doing the homework and then everyone turns it in as their job, because each is accountable for his or her own vote. She asked about the funding deadline and asked about what kind of deadline are we under? Mrs. Tyler stated she was not sure what Mrs. Crawley heard and Mrs. Crawley responded she heard this statement from one of the two speakers (Cochran or Guin). Mr. Guin said the board is not under a deadline for funding, but the program implementers might be. Mrs. Crawley responded that is what she is talking about – what kind of deadline are they under? Mrs. Tyler explained that in wanting to have this conversation with the board, she noted that the Wellness Policy is something sent to us from the Federal level through the State, and there has not been any opportunity to do a lot of studies with this, because we do have sick children who depend on us under the accountability and No Child Left Behind Laws so the district can meet the mandates. She reported we just this year, a few months ago, received a mandate from the Federal government to do something about childhood obesity and the physical and mental well being of our of our boys and girls. She added we also want to include our employees in this initiative. With this initiative, the children have to immediately meet some very high standards and many are sick and have many other needs, and the opportunity is there to take advantage of and help with the wellness of children because of the federal mandate. Mrs. Tyler said that Dr. Steve Taylor in northern Caddo Parish and the North DeSoto Medical Center have been working for several months on an initiative and this proposal is similar to a pilot; and because this community is very close and the clinic is willing to provide the nurses with funding from the Department of Health and Hospitals and the federal money available, they need to spend the money now to help the children or it is possible we could lose the funding. Mrs. Tyler explained that is why the board is being asked to put this pilot in place, and that it is not as though it is something we have never done before, as similar programs are in place at Linwood and Atkins. She further explained we won't be able to do as much in the northern part of the parish, but there is a need to get started so these children can receive some of the same type services.

Mrs. Crawley indicated she understands, but she has a lot of questions, i.e. liability, and what type of liability are we taking on with a nurse from outside, and what will they be doing that our nurses are not doing? Mr. Cochran responded the committee has discussed this. Mrs. Crawley said she is wondering if we should not just hire more nurses, because the revised statute dictates that we provide one nurse to 1,500 students and with only 12 nurses that means we only have one nurse to approximately 3,700 students. Mrs. Tyler responded that is correct. She said so we are really not following the statute, but when the budget comes around, we have not requested more nurses. She said she believes it is good that we are trying to solve the problems, but she does not want to be rushed. She said the board has asked several times that when something major is in the works, and it's been said that this has been going on since the spring, that they be allowed sufficient time to work through all the questions. She indicated she has not said she is against or for it, as she does not know enough. When it says in the proposal we are going to provide ministers, what level of tolerance will ministers have, and don't we have psychologists and psychiatrists to provide for the students' psychological well being? She asked about providing ministers and the fact that doing so is possibly going to be a can of worms. Mr. Guin responded that's not a part of this program. Mrs. Crawley indicated that is all the information she received.

Mr. Guin explained we already have a program in place. Mrs. Tyler stated that is true, as Pastors on Patrol was in Caddo before she returned to Caddo. Mrs. Crawley indicated she does not understand how this works and wants to know how it works before she is asked to vote on it. She further stated she is not against anything, as she doesn't even know about the Pastors on Patrol. Mrs. Crawley requested that a study session be scheduled so Dr. Taylor can attend and answer all her questions.

Mr. Cochran indicated that the group met a minimum of once or twice a month since last May and the committee has discussed the issues brought forward by Mrs. Crawley. He said Mr. Abrams was also brought into the discussion, and they did not feel it was necessary to get into those discussions at this meeting, as it is a little tedious; however, he does believe the committee has left no rock unturned, and highlighted a very helpful meeting held with the Department of Health and Hospitals. Mrs. Crawley further said she believes staff has done their homework; however, she does not believe anyone can turn in their homework, and put someone else's name on it. Therefore, that is why she needs to do her homework, so when she is asked in two weeks to know something, and she doesn't think it is tedious, because she has the public's trust to maintain, she wants to make certain that she has personally done her homework.

Mr. Ramsey stated that personally when he sees a community and a group of educators come together and support a plan, he applauds them and the models they have used in their research and development of the program presented. Mr. Ramsey asked if this proposal passes the *smell* test, he will be the legal guru. He noted that if all the i's and t's are dotted and crossed relative to the board's position, he applauds the community and congratulates Mr. Guin for this program which will benefit children immediately and he supports it. He added he likes the evaluation follow up idea and the idea of it being legal and having the liability aspects covered.

Mrs. Crawford said being married to a doctor, the first thought that came to her was *liability* and asked if we will be held liable for anything? Mr. Abrams explained that the way the permission slip is worded where a waiver liability indicating there is no health care services being provided by Caddo Parish School System and that all of the services are being provided by health care providers and not by the district, thus it's saying as best as possible that we are not a part of the health delivery system, thus there should not be any liability toward us. He added, of course the board has heard him say many times that anyone with \$120 can file a lawsuit against anyone. He reiterated that as best as we can be protected, the documents will do that, and then the health care providers falling under a special statute, providing for a medical malpractice cap. In actuality, he believes there is a risk of doing anything with anyone, but he does not see where it is higher by doing this and having a document where the parent signs an agreement that they understand the district is providing the health care services. Mrs. Crawford asked about the visit to McComb County Mississippi and the fact that someone is hired to bill for the Medicare and Medicaid and asked who will be doing this paper work here? Mr. Cochran said the Medical Center will be. Mrs. Crawford asked if anyone will be hired to do this? Mr. Cochran answered no. Mrs. Crawford asked if the funds are ongoing or are they available for 10 years, etc.? Mr. Cochran responded he is not aware of funds being available for more than this coming year, but they are very optimistic they will be able to continue this. Mrs. Crawford asked if the nurse determines a

student has a communicable disease, will there be a room to isolate the ill students until the parents can pick them up or until school ends? Mr. Cochran explained that is one of the reasons for the permission slip, and yes there will be a location for the ill students. Mrs. Crawford asked about McComb hiring a nurse, counselor and one additional person for each school and if this program places a nurse at each school? Mr. Cochran explained there will be a nurse at each school, but not for every day as they have not reached that level of funding. Mrs. Tyler noted they only have four or five schools. Mrs. Crawford stated they do have six schools and approximately 3,000 students.

Mr. Guin referenced comments relative to Atkins and Linwood and his earlier comments that sometimes we don't keep the best records and tracking successes, etc. He reminded the board that a number of years ago, the board approved a program through the David Raines Community Center to do dental work and they actually set up a portable dental station at Oil City. He said it was when Senator Jackson and other legislators viewed this at the school that she and others came on board and approved the funding for programs such as the one being discussed today. He added it was acknowledged that in the rural areas the children's teeth were in need of attention and was one of the things keeping children out of school. He added this program has been ongoing for approximately five years and he doesn't believe we have appropriately monitored its success, because if it is working well, why aren't we looking at offering the same program in other rural schools. He said he hopes that we will watch this program being recommended and see where the successes and failures are in the program. Mr. Guin also said a day care was referenced and noted the fact that teenage pregnancy is a major problem this district deals with every day and is also probably one of the leading causes for dropouts at the middle and high schools. Mr. Guin also noted that the presentation highlighted some of the key responsibilities our nurses have and that we need to look at growing since we have nurses who share schools. However, he said it is not the intent of this program to replace or have anything to do with the position of our school nurses, but a way to support our school nurses. He said some of the things these people will be able to do is, for example, explain available resources to help a pregnant teenager. Mrs. Crawford said she understands the need and is not saying she is against it, but only had some questions.

Mr. Burton again expressed appreciation to the community and for this partnership, and any partnership, that will enhance a quality education for our students and especially the welfare of our students. He noted that Mr. Mims, when introducing this idea, had a dream that it would expand and be able to provide a way to address these students' needs at school. He stated his support of this proposed program and encouraged board members who have questions to write them down and share them with the superintendent so they can be answered before the board meeting in two weeks.

Mrs. Crawley asked what is the deadline for the funding? Mr. Cochran said it is within this quarter (before December). Mrs. Crawley asked if we could then have a board meeting on this item because she does not want to vote against something that is wonderful for the community, but she is not going to vote for something when she doesn't know what she is voting on. Mrs. Armstrong stated she will get with Mr. Cochran, the administrator and Dr. Taylor and hopefully set a meeting within a reasonable timeframe to discuss this matter so as not to delay the projected timeframe.

Mr. Rachal asked if this is a volunteer program? Mr. Cochran responded that it is partially voluntary, as an agreement of the medical center and staff had to be interested enough to seek their available funds. Mr. Rachal asked if it's voluntary for the school system? Mr. Cochran responded that is correct. Mr. Rachal asked if the school is acting as a bridge for health care to the parent/child? Mr. Cochran said that is correct. Mr. Rachal restated that the health care is acting as a bridge for the school back to the student and parents or guardians? Mr. Cochran answered that is correct. Mr. Rachal asked if we are not already providing some type of health care at Atkins and Linwood? The superintendent responded we are, that Linwood and Atkins have school-based health clinics that have been accepted by the state and approved by the board, and that this proposal will be on a much smaller scale. Mr. Cochran added there are those that may have some type political position because of tax dollars or federal money being used but this group is looking at the students and what is going to help them, and that based on history everyone knows we are not going to see poverty disappear in the next 25 years, so the need will be there. Mr. Rachal asked if the funding to be used is grant monies? Mr. Cochran answered some of it is grant dollars and some is funded through the Medical Center. Mr. Rachal stated it

seems that we try very hard to bring the community and others in and get them involved, but he wants to make sure we cover our assets.

Mr. Burton suggested that a committee of the whole meeting be called for those who have questions and need more information.

Mrs. Tyler asked if this could be done in the next two weeks so this initiative can begin to help our students as soon as possible.

Superintendent's Report. Mr. Ramsey asked that an item be added under Superintendent's Report for the month of January on a comparison/review of employees' salaries and benefits, from the surrounding states and possibly Southern region, including surrounding Louisiana parishes, as well as the Louisiana average. He added that each year during the budget review one of the main items of concern is competitive salaries. Since approximately 90% of our budget is for employees' salaries and benefits and while he wants us to pay competitive salaries and benefits, he also wants us to remain a financially fit school system. He believes receiving this information in January prior to approaching next year's budget planning session would be very beneficial.

Mrs. Crawley stated that she has a question about the polls being open on November 7th and asked if we have a policy for employees' who work at the voting polls and do they get off a day to work the polls, like the military? The superintendent responded they do not unless it's a Presidential election year and it is built into the calendar for everyone to have a day off. Mrs. Tyler explained that staff did receive a call inquiring about this possibility and in checking, staff learned that the calendar was set with the community and employees will have to be at work that day. She explained that all these community people were on the calendar committee and no one said anything about it, but for us to now say we need to let employees off. Mrs. Crawley said that's not what she said and she doesn't believe it will be more than 10 people and because if employees have jury duty they get and if they have military duty, they get it and I think this is an American thing to vote and it's very pro American to let people work at the polls. Mrs. Tyler asked if you let 10 off what are you going to say to the other employees? Mrs. Crawley asked that the board know when the Calendar Committee meets, because she understands about this year and she is not asking to close schools on that day, even though she is concerned with all the horrible things that have been happening with strangers. She is asking that security be very aware of people coming into the school, and she knows we are doing a great job. Mrs. Tyler said we have that in place. Mrs. Crawley further stated that we have copy cats now and she is worried. She also said she wishes we could check and see how many of our employees work at the polls and maybe it's a dead issue this year since it's only a month away. Mrs. Tyler said they can work at the polls by taking a UPR day or Central Office staff can take a vacation day. Mrs. Crawley said she just views this a little differently because the military are getting paid too. She again asked that the board be sent a list of meeting dates for the Calendar Committee so she study and maybe close schools on election days, as she believes it's the American thing to do.

Mrs. Crawley also asked for an update on the staffing for the kindergarten classes listing all the schools and the number of kindergarteners in each class as she understands October 1st is the enrollment cut off date. Mrs. Tyler responded that staff will provide the requested information and also stated that staff has worked very hard to have the kindergarten teachers in place. Mrs. Crawley noted that she believes we are still advertising for 11 and she just wants to monitor this situation.

Ms. Crawford asked the superintendent to look into pairing school board members with members of the Legislature similar to a practice in Alabama.

Mrs. Armstrong recommended Items 9-13 and 15-18 as the consent agenda. *Mr. Burton moved, seconded by Mrs. May, to approve the proposed agenda and consent agenda for the October 19, 2006 CPSB meeting as presented. Motion carried unanimously.*

POLL AUDIENCE

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, expressed appreciation to the administration for asking the employee organizations to meet and discuss the insurance renewals and for their work in helping to keep the insurance costs down. She also said

they were appreciative to Mr. Watson for sharing with the organizations information they can take to their members to explain the upcoming insurance renewals. Mrs. Lansdale also stated that relative to the item addressing professional development days, elementary schools are able to hold these because they have satisfied the number of instructional minutes required per day/year, and that high schools are typically not able to do this program. She verified that students will not be in school that day because they have met the instructional minute requirement and they can have unencumbered professional development during the work day. Relative to the revision to Policy IKFB, she stated she believes it's the fault of those on the Calendar Committee, that a lot of employees at Caddo Magnet High School will be in trouble with their mothers this year because a graduation has been planned on Mother's Day, and asked that staff is a little more due diligence when planning the graduation schedule. Lastly, Mrs. Lansdale asked that the meeting to discuss the North Caddo Health Education Program be publicized offering everyone interested the opportunity to attend. She added that the CFT/SP represents 83.3% of the non management RNs and she hears the board that it's not their intent to change their job status, but having seen it in the State (i.e. East Baton Rouge), they would be appreciative of being included in any workshop that might explain it further so they can take it to the nurses they (CFT/SP) represent.

Adjournment. *Mrs. May moved, seconded by Mr. Burton, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:25 p.m.*

October 16, 2006

The **Caddo Parish School Board (CPSB)** met as a Committee of the Whole in its office at 1961 Midway Street, Shreveport, Louisiana at 4:30 p.m. on Monday, October 16, 2006, with President Ginger Armstrong presiding and Eursla Hardy, Charlotte Crawley, Tammy Phelps, Bonita Crawford and Willie Henderson present. Board members Phillip Guin, Willie Burton, Lola May, Lillian Priest, Barry Rachal and Larry Ramsey were absent. Also present were Secretary Ollie S. Tyler, Legal Counsel Reginald Abrams, staff and other visitors. Mr. Henderson gave the invocation and led in the Pledge of Allegiance.

President Armstrong announced that the board is meeting as a Committee of the Whole for the purpose of receiving information on the North Caddo Parish Health Education Alliance Program. Superintendent Ollie Tyler thanked the North Caddo Parish Health Education Alliance for their interest in providing free resources to our students at some of the schools in the northern part of the district. She said members of the group representing the North Caddo Parish Health Education Alliance are present to answer questions from the board so they can get a better understanding of the details of this program. Ken Cochran, principal at North Caddo, Mike Irvin, principal at Oil City, Rene Tolbert, principal at Vivian Elementary/Middle were present representing three of the four schools for which this program is being proposed. She also added that it is hoped that the program will be expanded to include the additional two schools in northern Caddo Parish.

Mrs. Hardy expressed her appreciation to the North Caddo Parish Educational Alliance because we do need all the help we can get for the students and also the free help is greatly appreciated.

Charlotte Crawley stated that the students at Linwood are treated by an outside nurse and they must have a permission slip so they can be seen by this person and she understands Mr. Abrams is working on this document. Mr. Abrams responded that he has drafted one and it has been submitted to Dr. Taylor and he is waiting for a response. Mrs. Crawley asked if it is correct that students must be Medicaid in order to be seen at the Linwood and Atkins or can any student be seen? Mrs. Tyler responded that any student at the school can be seen by a School Nurse. Mrs. Crawley asked what type service will a student receive if they do not have a permission slip? Mr. Irvin said there is a policy in place and that will not change. Mrs. Tyler also answered in the affirmative. Mrs. Crawley asked what exactly is it that the nurses will do, because our 12 school nurses check for scoliosis, hearing, vision, etc. Mrs. Tyler explained that these questions are administrative in nature so staff would like to share their viewpoint, since staff did meet with these representatives along with representatives from the school, and we will be doing the same with the nurses in the northern part of the parish as we are doing with the nurses providing services at Linwood and Atkins. She added we still have our school nurses going into Linwood and Atkins and they still provide the services they are supposed to provide through the school system. She said this program is not to replace any service currently being offered, but it is a free service to supplement. Mrs. Tyler explained that staff will get together and determine what these additional nurses can do to expand and help these children. She added we have nurses who go to Linwood and Atkins and supplement at these facilities and help children and we will be doing the same type partnership. Mrs. Crawley stated that she only wants to know what the new nurses will be doing and asked if there is any additional information available?

Mr. Cochran shared with those present that a visit was made to Baton Rouge last week to attend a Department of Education meeting on school coordinated health. He said they are encouraging districts throughout the state to enlist into a school coordinated health program and if we are able to do this in north Caddo, we are in line for a \$100,000 grant from the state. Mr. Cochran explained that in the meeting the Arkansas program was referenced, as was research on adolescent obesity, mental health services, and many others. He further explained that the nurses from the clinic will perform the same services at the school as they do at the clinic, using the school as a conduit to reach the students. He said they will also serve in the role and function of referring, not operating outside their area of prevue, to the appropriate levels. Mr. Cochran explained that the program presented to them (schools) has been effectively served by nurse referral in that the nurse is able to use home visits, etc., in a very positive way. He said that is one of the reason's we have been very careful with the permission slips.

Mrs. Tyler again explained that we will be partnering with these communities similar to Atkins and Linwood, and they will be working directly with Caddo's nurses to make sure the services

are well coordinated. She added Mrs. Causey and her staff will be working directly with these students since there is a shortage of nurses and there is no funding coming from the state to help us with it. She indicated that anytime we can have additional resources from the community, we only coordinate those under the personnel we have in our schools already. The superintendent added that we do this in a lot of arenas, and we will know everything that is happening at these schools with external agencies or personnel, because Caddo personnel will be spearheading the effort. Mrs. Crawley asked how many days a week and hours a day will these nurses be at the school? Mr. Cochran responded that it will obviously be what can be afforded and hopefully with the state putting in some funds it could be everyday. Dr. Taylor responded that they began by looking at how many people were available and how a feasible schedule could be established to offer some assistance. In answer to the question as to why there is a rush to do this, he explained that after meeting with principals, visiting McComb, and seeing the synergy that appeared to work and improve the academic outcomes and social outcomes in the school, they could see where this small community was working together and putting health care personnel in the schools to assist in solving the student's personal problems so the students could focus more on learning. Dr. Taylor added that as a result, a rapid improvement in test scores and drop out rates was seen. He also added that the concept is exciting and Vivian is a small community with a small hospital and nurses who have an interest in becoming involved in the community, and he believes this proposal is a way that it can all come together and be beneficial. He also shared with the board members their meetings with representatives at the David Raines Center because they have a Federally qualified health center which also offers incentives and ways that an in-school clinic could potentially be funded. He explained that there is a rural health clinic in Vivian which if altered could also do something similar, i.e. funding approach to fill Medicaid primarily to provide health for in-school clinics. Dr. Taylor said now the question is, what can be done with what we have and learn from it? In summation, he stated there are three or four nurses who are interested in participating, Vivian has four schools within a few miles of the hospital, the hospital will get involved to the extent of one full-time nurse salary (which is \$30,000-\$40,000 a year), and recognized two nurses from Vivian who drove to Shreveport to attend today's meeting.

Mrs. Crawley asked if there would be four nurses and a nurse one day at each of the four schools? Dr. Taylor answered that is correct and this function will be totally separate from the school nurses. He further stated that these nurses are not trained to do what the current school nurses might be doing. He said they want the additional nurses to be there to interact with the students, define problems the students have and bring them to those personnel who might be able to resolve the problems. Mrs. Crawley asked if the initial money is coming from the hospital? Dr. Taylor answered every bit of it. Mrs. Crawley also asked about Medicare/Medicaid? Dr. Taylor responded there is a potential function the hospital does have a Kid Med contract with the state and KidMed pays for screenings on school age kids, for every other year screening for Medicaid qualified children and once the nurses are KidMed certified, they could bill for the screening, which will not nearly cover the cost, but it will potentially in the future make a difference. Dr. Taylor said if we are able to move forward and grow a school based health clinic, this will be a part of the mix in terms of funding. Mrs. Crawley asked if the hospital will be putting up the money for the nurses first and if the hospital is in hopes of acquiring a grant from the State of Louisiana for approximately \$100,000? Dr. Taylor responded that it was budget time at the State Legislature when they first began to look at this program and Senator Lydia Jackson budgeted \$25,000 unstricted for the hospital and the hospital felt this would be a great way to use it. He further stated that the hospital administrator agreed that this would be a great place to dedicate these funds. He added the hospital is also applying for grants in hopes of establishing more long-term funding. He said hopefully by next year we will have learned from this experience, have nurses who have made contact with the students and know them and can begin to grow on these relationships. He said in McComb, it was the relationships that were so important. Mrs. Crawley asked if any grant applied for now would be for helping these four schools? Dr. Taylor explained that he does not wish to restrict it to these four schools, because the hospital district also includes two additional schools, Mooringsport and Herndon. He further explained that the hospital is owned by the parish but it does not receive any operating funds from the parish, but has to operate on whatever funds it produces. He said it is important that if we are able to grow this concept and it does blossom and grows, their desire is to expand the other 2 schools into the program also. He stated this is just a starting place and they are the ones with the highest percentage of at-needs students.

Mrs. Crawley asked what kind of space the nurses need? Dr. Taylor responded they will need a small room that will enable them to have a blood pressure cuff, stethoscope, etc. Mrs. Crawley said she remembers the gray ladies (mother's volunteering) and there was a sick room where sick students could go and lie down. Dr. Taylor indicated that is their dream, but they are not there yet. He said he believes this is a function that could be performed and the most immediate benefit and if a student has a headache, for example, and parental permission has been given, or some other minor ailment, and the registered nurse feels comfortable with and it doesn't require an emergency room or a physician visit, they could be authorized to dispense Tylenol, or whatever might be needed, and the student could return to class, depending on how the permission slip is completed. Mr. Abrams stated that it has been suggested that a list of approved medications be provided on the form. Dr. Taylor said it would have to be over the counter type meds that the permission slip would have to name specifically. Mrs. Crawley shared an incident where one of our teachers was allergic to Advil and another teacher gave it to her and she had a reaction. Mrs. Tyler indicated that was teacher on teacher and we do not do that with the children. Dr. Taylor explained that the nurses are very aware of the questions that need to be asked relative to allergies. Mrs. Crawley asked if a child has fever do we want to refer a student to the hospital? Dr. Taylor said the parents would have to make that decision, and we are not asking the nurses to be physicians. Mrs. Crawley asked who will these nurses report to? Dr. Taylor explained they will be employed by the hospital, but hopefully they will have a very close relationship with the principals at the schools. Mrs. Tyler also added that they will be working directly with Caddo's Supervisor of Nurses, Bridget Causey, and her staff to provide these services. Dr. Taylor said that Mike Guthrie is the current school nurse in the northern area and he has been meeting with them and these nurses are hoping to help him and make his job easier, which is the team approach.

Ms. Phelps expressed her appreciation to Dr. Taylor for his efforts in working with our community and asked if she understands correctly that the nurses will be paid by the hospital and they will not be volunteering? Dr. Taylor answered that is correct. Ms. Phelps asked about the reason for a deadline, to have board approval by a certain date? Dr. Taylor explained that the school year is moving forward and if we are going to get any benefit from implementing this for a year, it would be nice to start before the second semester. Ms. Phelps asked if there are any specific reasons relative to funding? Dr. Taylor indicated not really, but only that they are anxious to begin and if you let anything drag out, they will continue to be dragged out and will never get done. He said the first 9 weeks is over and this program has been discussed since last spring, the people are ready to do this, the hospital is willing to pay for it, and he would like the students to be offered the benefits. Ms. Phelps said she has become a stickler because it is being reported that this program has been worked on since last spring and she did not know anything about it until two weeks ago. She said that is a long time for preparation and had the board known prior to two weeks ago, maybe most of these questions would have been answered. Ms. Phelps asked Dr. Taylor if funding had been received from the state? Dr. Taylor answered that the Senator Jackson's office notified him that the hospital received this grant in the state budget and the hospital has received the forms to apply for receiving the funding. In discussions with the hospital administrator, he agreed this would be a great way to use the funds – in community oriented type programs. Ms. Phelps asked if it is anticipated that the funds received will be used for the 06-07 school year? Dr. Taylor stated that is correct.

Mr. Henderson thanked Mrs. Armstrong and the Superintendent for affording the board the opportunity to have their questions and concerns addressed. He said he believes this is a very good idea and that everyone would be anxious to provide these services to our children. Mr. Henderson stated that he received a fax, which was also sent to the board president, about employees' concerns that their jobs may be in jeopardy. He added that as he has listened to what has been shared today regarding this coordinated effort, and as he has talked to many other people and thinking about the many programs Caddo has in place that supplement our programs and it is his understanding that Caddo's general fund nurses will continue to do what they have been doing and that the new nurses will have a different function, i.e. to expand the health services for our students. He said he didn't remember any statement about a needs assessment that we generally begin with. He repeated those things mentioned regarding general health practices and other things that most realize exists as a need for young people that we have never been able to address. He added that the board has known for a long time that we needed to do something but never had the people or the resources to do them. Mr. Henderson said he believes he has received enough information to convince himself that we all will be able to exist with this program, that none of the funding currently in use for the General Fund program is in jeopardy,

and that it is a win-win situation and he only wishes if this is not the case that someone will correct him. He further stated that he has had conversations with others and that is what they have told him. He encouraged board members who might need additional information to request the information they need so everyone feels comfortable in moving forward with this project.

Ms. Phelps asked about the anticipation for next year and if staff will be looking at its success and looking at the funds available to continue this program? Dr. Taylor explained that the program will have to be assessed and see where it stands. He said he hopes that everyone is happy with it and that we will see a reduction in the absenteeism as well as some relationships being built which will allow principals to determine very quickly individual needs. Ms. Phelps inquired about funding and if new additional funding is received how will it be used? Dr. Taylor responded that part of what the hospital does is community relations and this is a community relations program for the hospital. He also said that when meeting together at David Raines, everyone agreed to work together and go back to each of their communities and then get back together and share where each is in implementing this program. He said he hopes this sharing process will continue, because this is a neighborhood resource with the potential to offer some of the same type of assistance to the schools. Ms. Phelps indicated she still did not understand the answer to her question, and regarding funding, if there are no additional funds, will the services continue to be provided? Dr. Taylor said that will be up to the hospital board and the administration; however, it's not a huge amount of money and we do spend money on public relations and he doesn't foresee any problems. He said he believes this program is very promising and he doesn't believe the hospital will have any issues in the future. Ms. Phelps indicated she is only anticipating any funding that may need to come from the board.

Mrs. Hardy stated she is completely happy and delighted in this program being offered for our students. She reported that she met at David Raines and understands the health situations we have and the children need all the help they can get. She added that many of the students who will take advantage of this program have never seen a doctor. Mrs. Hardy congratulated Dr. Taylor and the community on this program and wished them much success in implementing it.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, expressed appreciation for the opportunity to hear additional information on this proposed program and for the school nurses to be able to hear what is going on in their profession and the schools they service. She asked if once the person from the North Caddo Alliance is certified in KidMed if they will be able to replicate the services of the school nurse on site now? Dr. Taylor said he doesn't believe so. Mrs. Lansdale asked for clarification and if it gets to the point where there will not be a value for that person to be there because the Alliance nurses will have the training to provide the services. Dr. Taylor explained that first, KidMed is a separate service and there is no desire to do away with any of the functions or take over any of the functions of the school nurses, and we don't want to lose what we have and to do everything to support the school nurses, because we have too few people as it is. Mrs. Lansdale referenced a comment about "whatever the system could afford" and asked for clarification on what "system" is being referenced – the Caddo system, the Alliance system, the State, etc.? Mr. Cochran explained he was referring to the broad system of coordinated school health, which at the present includes a broad spectrum of funding. He said they are also looking for positive growth and to be able to continue, which will be dependent upon funding from several different systems, beginning with the hospital system, Department of Education, state funds through the legislature, etc. Mr. Cochran further stated that it is hoped once it is successful, the positive results will lead to greater opportunities. Mrs. Lansdale also referenced a statement that this is something everyone could benefit from and she asked who "everyone" is, and if we are also talking about expansion or are we talking about any interpretation that might be a replication of this program into any of the other parts of the Caddo Parish School System?

Dr. Taylor responded that he is a family physician in Vivian and they don't have any control over where it goes from this point; however, he hopes that if the rest of the parish is interested, they will be happy to share whatever is learned. Mrs. Lansdale asked for clarification that this is not his intent, but that he is only talking about expansion to Herndon. Dr. Taylor responded that if the hospital is covering this, the hospital will be obligated, as much as possible, to grow it, if it is able to do so. Mrs. Lansdale asked if he was specifically talking about North Caddo and the North Caddo hospital, and were not talking about Schumpert, Willis Knighton or any of the other medical systems being a part of the Caddo Public School System? Dr. Taylor said he would love to see the whole area grow and see the concept grow. Mrs. Lansdale confirmed that he is only

focusing on his. Mrs. Lansdale asked if this will be a year-long process, will there be a date the process will be evaluated, and if evaluative criteria has been established as is done with a teacher to know if it works?

Mrs. Crawford apologized for being late and asked if she understood correctly that the money will be coming from different sources? Mrs. Armstrong responded that it (the initiative) is going to primarily be funded in total by the North Caddo Hospital, part of it (approximately \$30,000) coming from their Community Relations area and part of it (approximately \$25,000) coming from the Legislature as a result of Senator Lydia Jackson's efforts. Mrs. Crawford asked if the same nurse will be going to the same school each week? Dr. Taylor responded in the affirmative. Mrs. Crawford asked what services will be provided that the school nurse is not already providing? Melana Reed, nurse from North Caddo Medical Center, responded that she hopefully will be one of the nurses that will help implement this program. She said there seems to be a lot of confusion based on what they will do versus what the school nurses will do. She explained that it is a totally separate entity and she will be paid by the hospital the same as she is working the E.R. Mrs. Crawford said her question is what services would the nurses from North Caddo Medical Center be providing that are different from what the school nurses provide? Ms. Reed said that the school board provides services such as scoliosis screenings and similar things, and this is not what the outside nurses are looking for. She said they are more an education base to the children in the school system. She further stated that being from a rural town, they can provide counseling services for a pregnant 13-year old to answer questions they may have. She explained that she is not looking to practice medicine or take over the school nurses' responsibilities, but will be doing some different things that will assist them and also help the students. Mrs. Reed said they are looking to educate, support and help treat children who are not getting what they need at home, and that she will be working in the assigned school on her scheduled day off from the hospital. A nurse in the audience shared that some of the things Mrs. Reed shared that the North Caddo nurses would be doing are also done by the school nurses. Mr. Henderson called for a point of order and that this type of exchange is not needed in this setting. Mrs. Armstrong asked the speaker to speak only to the issue. Mrs. Crawford said she understands what Mrs. Reed is saying, but when school nurses go in they have a specific check list of those things they are to do and she asked the North Caddo nurse what her check list will look like when she reports to the school? Mrs. Reed responded she may not have a check list, but may go to Mrs. Tolbert and ask what needs to be done and address the needs of any students or of the school for that particular day. She added these students are ones that she sees daily either at the hospital or maybe the football game. She said they only want to help, not take over.

Mrs. Tyler stated this was covered prior to Mrs. Crawford's arrival and that the nurses from North Caddo will be working closely with our school nurses to supplement the services. She has met with Mrs. Causey and Dr. Salinas regarding what the outside nurses can do to help expand what is happening at the schools. She added nothing will be done contrary to policy (i.e. we can't teach sex education) and once the nurses sit down with Caddo's staff they will have an understanding of what can and can't be done according to policy, and this will be done the same way we are partnering with Linwood and Atkins with the only exception being that Linwood and Atkins do offer more services. Mrs. Crawford indicated that she has not seen anything in writing nor has she heard exactly what these nurses will do, because what the board received was general concepts. Mrs. Tyler explained they may not know everything they will be doing until staff actually sits down with them to know what exactly needs to be done. Mrs. Tyler said she was Deputy Superintendent when the school based health clinics were started at Linwood and it was expanded to Atkins and a detailed list of what would be done did not come to the board, but the services to be provided were coordinated and an agreement done along with needs assessments and then with staff put together what the school nurses actually do and what the outside nurses could do to help ours with this. She added Caddo does not have enough school nurses nor the time to be able to do everything healthwise. Mrs. Tyler said staff can give to the board a better plan once the coordination has occurred. She asked everyone to give the Superintendent time to put on paper all that is happening. Mrs. Crawford also indicated she was told there is a written proposal somewhere that the board has not received. Mrs. Tyler said she is not aware of a proposal on this initiative. Mrs. Gunn responded that what was sent in the mailout is all that we received. Mrs. Tyler added that staff has met with representatives from the North Caddo Parish Health Education Alliance and we will look at what is happening at Atkins and Linwood to see how they coordinate. She said she has asked Mrs. Causey to meet with these people and bring back additional details to the board.

Mike Irvin shared that when Dr. Taylor introduced this concept to them, it was an effort to supplement what Mrs. Causey and our school nurses are doing. He said treating chronic illnesses at school so students can get back to the classroom, teaching parents how to treat head lice, are the type services he sees these nurses being able to provide. Mr. Irvin stated that he looks at this initiative as a way to keeping children in the classroom. He said another area discussed was teaching students healthy lifestyles, nutrition, etc.

Ms. Phelps stated that as a board member, it's as if she is the student having to do the homework to prepare for the test, and when she places a vote it is very important to her. She said she doesn't want the community to think the board believes they are trying to take over, but they only did not know what the plan was and only needed answers to some questions they had. She said she takes her job very seriously and when someone asks her about the plan, she wants to be able to answer those questions and to be clear before voting.

Mrs. Crawford stated that she fully understands rural health care and the problems they face and her questions only mean that she doesn't know enough to make an informed decision and would like to have the information before voting on a matter.

Mrs. Armstrong expressed appreciation for everyone coming to the meeting.

Mrs. Tyler stated that on Tuesday, October 17th at 2:00 p.m., the Womens Philanthropy Network will present to the Bethune Middle Academy on Bethune Street a private grant initiative in the amount of \$111,553 to help address the drop out rate.

Mrs. Armstrong reminded board members to turn in their United Way pledge cards by Thursday, October 19th and to turn in the observation and evaluation forms by Saturday, October 21st.

There being no additional business, the meeting was adjourned at approximately 5:42 p.m.

October 19, 2006

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Thursday, October 19, 2006 with President Ginger Armstrong presiding and the following school board members present being a quorum: Phillip Guin, Eursla D. Hardy, Willie Burton, Charlotte Crawley, Lola May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey and Willie Henderson. Also present were Secretary Ollie S. Tyler and Legal Counsel Reginald Abrams. The invocation and Pledge of Allegiance were given by Willie Henderson.

CONSIDERATION OF MINUTES OF THE SEPTEMBER 19, 2006 AND OCTOBER 3, 2006 CPSB MEETINGS

Mr. Burton moved, seconded by Mrs. May, to approve the minutes of the September 19, 2006 and October 3, 2006 CPSB meetings as submitted in the mailout. Vote on the motion carried.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

President Armstrong proposed that agenda items 9-13 and 15-18 be classified as the consent agenda. Mrs. Tyler announced that a revised requests for leaves is located at board members' stations and that staff is requesting that Item #14 be postponed.

SPECIAL RECOGNITIONS/PRESENTATIONS

President Armstrong recognized Mrs. Tyler for receiving the honor of Louisiana Superintendent of the Year and the recognition she also brings to the Caddo District.

2006-2007 1st Quarter Report. The superintendent shared with the board and audience an update on the goals and objectives for the first quarter, a copy of which was also placed at board members' stations. The following is a list of some of the things that have occurred in the District since July 1st.

Academic Division

- 165 parents attended the Title I Back-to-School Celebration, "Positive Parenting in Challenging Times", and were presented with take home school supply packets.
- 1,300 teachers have enrolled in professional development activities and have earned 12,585 CLUs (continuance learning units) from July 1st through September 27th.
- 39 additional teachers have become highly qualified since July 1st.
- 79 additional teaching position have been funded with Title II and Educational Excellence funds.
- 17 participants have been selected and are participating in the administrative program.
- 103 teachers have been funded through tuition exemption for a total of 166 courses.
- The Bethune Middle School Academy Sixth Grade Center opened successfully with over 150 parents attending each of the three sessions.
- Ten (10) special education students in the CELT Program at Southern University graduated with age-appropriate peers during the university graduation ceremony.
- \$8,980,654 in grants have been received.
- Northwood implemented a 7-period day schedule and a distance learning partnership with C. E. Byrd.
- The first round of Edusoft unity testing in the high priority schools has been completed.
- Cherokee Park entered in a partnership with South Highlands using the Teacher Advancement Program.
- 15 applicants have been recommended to administrative positions.

Human Resources Division

- Fifteen applicants have been recommended to administrative positions.
- Staffing administrators have processed more than 242 new teacher hires.
- The new substitute teacher calling system, AESOP, staffed 100% of the teacher absences for the first week. Mrs. Tyler announced that the average fill rate thus far is 98%.

- Approximately 98% of all paraprofessionals in the parish are “highly qualified” based on NCLB requirements.
- Section 504 student enrollment computer printouts were provided monthly to each school principal and 504 designee.
- Three Section 504 inservices were conducted in August and two in October.
- Approximately 100 homebound applications have been processed.
- The nursing staff conducted workshops to address new approaches to student health such as emergency medication, diabetes, tube feeding, elimination and immunization.
- The Director of Attendance and Census and the Attendance Supervisors met with 2,963 parents/guardians concerning home verification, provisional custody, transfer requests and other issues involved in enrolling students in our schools.
- 58 over-age middle school students 16 years old and potential dropouts have been routed to the Options Program to obtain a GED.
- The Attendance Department received more than 2,700 transfer requests for this school year and 2,723 transfers were processed.

Support Services Division

- The Security Department and the district’s Crisis Response Planning Team, along with the Shreveport Police Department, the Caddo Sheriff’s Department, the Shreveport Fire Department and Homeland Security, are reviewing and revising Caddo’s Crisis Response Plan.
- The Director of Security conducted inservices for employees at the school sites and central office with notifications and updates being reissued to principals outlining methods for securing school campuses.
- Transportation updated and consolidated bus routes for the 2006-07 school year totaling approximately 405 routes representing 790 bus runs. Route structures were modified and validated to obtain increased efficiency within the department.
- The Construction/Capital Projects Department had 122 major projects that were completed or are ongoing with a total cost exceeding \$45 million.
- The Finance Department received a Certificate of Achievement for Excellence in Financial Reporting, presented by the Government Finance Officers Association and a Certificate of Excellence in Financial Reporting presented by the Association of School Business Officials International.
- Security provided major alarm repairs and upgrades at 12 schools along with camera installation and upgrades at five schools.
- The Child Nutrition Program provided food service at 22 summer sites.
- The Information Technology Department has deployed, or is in the process of deploying, video conferencing/distance learning in every school.
- The School Plant/Maintenance Department purchased and issued to large campuses 20 zero turn radius riding mowers for more effective and efficient lawn care.

Superintendent’s Division

- Coordinated the 2006 Caddo Teacher of the Year Program, with one teacher chosen as the Regional Teacher of the Year.
- Published articles and/or was featured in special journals, including *Parenting Magazine*, Caddo District PTA newsletter and *The Forum Magazine*.
- Continued collaboration with the State Department of Education on accountability, instruction, funding and other issues.
- Held Focus Group meetings and Town Hall meetings to receive input on the Comprehensive Enhancement Plan for Students and Schools.
- Completed seven school audits and two financial/operational audits.
- Added an additional 113 Opportunity Caddo Fair Share prospective vendors during the 1st Quarter for tracking purposes, which is an increase of 16% from the previous year.
- Hosted with United Way and community business partners, the third annual United Way Breakfast at East Ridge Country Club.

Mrs. Hardy expressed congratulations to Mrs. Tyler for being honored on Tuesday evening at the Jr. Achievement Business Hall of Fame Dinner and for being selected the Superintendent of the Year in Louisiana.

On behalf of the CPSB and staff, Burnadine Moss Anderson, executive assistant to the superintendent/communications, made the following special recognitions. The president and superintendent greeted and presented each honoree with a certificate/award for their outstanding accomplishments. Parents, school administrators, staff and other guests also were recognized.

Intune Magazine Makeover Winner. Krista Fanning, music teacher at Youree Drive Middle School, was recognized for winning a classroom makeover as a result of an essay written by one of her students on the need for band instruments. This contest is designed to get instruments and equipment into schools that, for whatever reason, do not have them, and thus broaden the musical experience for young musicians as well as reward the school with new gear.

Outstanding School Support Employees Division Winners. The following employees were recognized as outstanding school support employee winners: Elementary Division – Sheila Williams, Claiborne, Food Service Manager; Middle School Division – Stephanie Owens, Linwood Middle School, counseling department and parental involvement coordinator; High School Division, Donna Cole, Northwood High School, principal’s secretary; Academic Affairs – Jilma Gibson, Elementary C Division Secretary; Human Resources – Sandra Roberson, Secretary to the Director of Attendance; Support Services – Richea Corbin, Secretary to the Assistant Superintendent for Support Services; Superintendent’s Division – Pamela Raines, Secretary to the Superintendent. Family, friends and other guests were also recognized. Dr. Susan Shofner and Dr. Lila Finney are the staff coordinators of this program.

Teachers of the Year. Following a video presentation prepared with the help of Mrs. Katrina Gilliam, instructor of the Telecommunications Program at Booker T. Washington High School, the following teachers were recognized: **Elementary Finalists** – Sharon Stokes, Fairfield Elementary Magnet School; and Amanda Grindstaff, Forest Hill Elementary. **Middle School Finalists** – Stephanie Freeze-Bell, Linwood Middle School; and Krista Fanning, Youree Drive Middle School. **High School Finalists** – Susan Tompkins, Northwood High School; and Raymond J. Love, Booker T. Washington. **Elementary Winner** – Kendra Renae Pullen, Riverside Elementary; **Middle School Winner** – Randy Smith, Caddo Middle Magnet; and **High School Winner** – Misty Davis, Southwood High School. Principals, family, friends and special guests present were also recognized.

Principal of the Year. Following a video presentation of Caddo’s principals of the year, the following were recognized: **Elementary Principal of the Year** –Mike Irvin, Oil City Environmental Science Magnet Elementary School; **Middle School Principal of the Year** - Renee Tolbert, Vivian Elementary/Middle School; and **High School Principal of the Year** – Ken Wood, Southwood High School (who was away representing the district). Family, friends and other guests were also recognized.

Jr. Achievement Business Hall of Fame and Superintendent of the Year. Following a video presentation, Superintendent Ollie S. Tyler was recognized for being named one of three Jr. Achievement Business Hall of Fame recipients and for being named Louisiana State Superintendent of the Year for 2007 by the Louisiana Association of School Executives, an affiliate of the American Association of School Administrators.

VISITORS

Jennifer Tuxen, Sci-Port, invited the board to attend Sci-Port’s Discovery Center’s Educator Preview Night on Tuesday, November 14th. She said that from 4:00 to 5:45 the elementary and middle school educators will be there and from 6:00-8:00, high school educators and college professors will be attending. She explained that Sci-Port is opening the newest addition which has over 90 interactive astronomy space science and applied math exhibits, and that each exhibit is correlated to Louisiana LEAP and national curriculum requirements to challenge middle, high school and college age youth to solve problems with critical thinking skills and teamwork. Ms. Tuxen also announced that this addition will have the first open access, interactive laser space dome planetarium and viewing will be on the first and second floor. It will allow viewing of the docking of the space shuttle, seeing asteroids go through the sky, and taking a scavenger hunt through the solar system. Ms. Tuxen highlighted other aspects of this new exhibit and encouraged board members to attend on November 14th.

Gwendolyn Moore Reed, stated that as a member of the Fair Park Class of 1953, she is saddened by the possibility that her high school may closed. She said it has been an honor for her to serve in the organization of the now defunct alumni association. Mrs. Reed said that Fair Park provided her with the opportunity to earn a high school diploma and gave her the best friends anyone could have. Mrs. Reed shared that her class gave a sizeable donation to Fair Park designated for use in helping equip the weight room and furnish the reading labs. She added that the principal and staff have accomplished much to reduce the 9th grade drop-out rate and to help students improve test scores, and rewarding athletes, thus re-establishing the pride she remembers when the 1952 football team won the state championship. Mrs. Reed stated that it will be unfortunate if the successes at Fair Park are not allowed to continue under the capable leadership of the current principal.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on the purpose of unions to enable workers to make positive and creative contributions to the firm, the community and the society. She said the Caddo Federation of Teachers and Support Personnel was chartered in 1997 and since then, they have provided professional development to the teachers and school employees of the district. She shared research based offerings listed in their most recent newsletter that are provided free of charge to all Caddo teachers. She said they will offer another training class next semester and are offering them after school and are ready to provide these research backed strategies to any of Caddo's schools when allowed to do so. She stated that the CFT/SP also responds to the specific needs of those in the classroom as there has been an increase in the number of employees who have found themselves being investigated for impermissible corporal punishment. She said in the recent risk management presentation to the board, it was reported that approximately 60% of the workers' comp cases for Caddo teachers were as a result of injuries sustained by contact with a student by either breaking up a fight or battery by a student. In an effort to address these concerns, Mrs. Lansdale said the CFT/SP extends an invitation to all teachers and teacher assistants to attend an after hours workshop on how to handle different behaviors in the classroom. She also reported that the CFT/SP worked with administration earlier in the year to identify and provide assistance to the teacher aides who have not reached *highly qualified* status, in addition to the annual support personnel conference where inservices are provided on a variety of topics. She announced that the conference for this year is scheduled for March 2nd. Mrs. Lansdale noted that their organization sits on a number of the CPSB committees, i.e., discipline, calendar, personnel evaluation, and the CFT/SP takes its responsibilities to meet the needs of the district and those they stand for seriously. She stated they bring to the table a wealth of information and research not only from the local level, but from the state and national affiliates as well. Mrs. Lansdale also noted their participation in the Legislative process by sponsoring resolutions presented for approval at their state convention which then become a part of the Legislative program. She reported they are currently preparing to write resolutions for the upcoming convention by researching issues on children being transported on buses in 100 and above degree temperatures, teacher attrition, student health records, overage students in the classroom, and election day issues. Mrs. Lansdale also reminded the board that they are invited to the CFT/SP's spring banquet where students from each of the schools are honored for improving in attendance, behavior or academics, and the organization also awards an annual scholarship to a teacher's aide from their membership who is working toward becoming a teacher. In closing, she said they do defend their members because they believe people are important and should be the priority.

Dale Roberson, standing in for Cedric Choyce, president of the Caddo Association of Educators, expressed to the board appreciation for Mr. Watson's efforts, under the supervision of Superintendent Ollie Tyler, in bargaining the group insurance renewals. He said the CAE, through its newsletter, will inform its members of the outstanding job Mr. Watson did to hold down the insurance increases. Mr. Roberson stated they will also inform its members of the total cost to the school board that is paid toward each member's health care.

CONFIRM THE CONSENT AGENDA

Mr. Burton moved, seconded by Mr. Guin, to approve the consent agenda as presented. Vote on the motion carried unanimously. The superintendent summarized the board's action and the following items categorized as the consent agenda.

Agenda Item No. 9 A., B., C., and E.

Personnel Recommendations. Per request from the superintendent, Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following personnel appointment as recommended by the superintendent and approved by the board: Mrs. Janet Graff, supervisor of middle school science. This appointment will receive the appropriate salary as reflected by the Caddo Parish School Board Salary Schedule applicable to the position to which she was appointed. Family members and school administrators present were also recognized.

Requests for Leaves. The following requests for leaves were approved as recommended by staff and included in the mailout.

Certified

Sabbatical (Study), Spring Sem., 2006-2007 SY and Fall Sem., 2007-2008 SY

Bert Frank Rule, Instructional Specialist, Special Education Center, 27 years

Sabbatical (Study), Spring Sem., 2006-2007 SY

Pauline White, Administrative Coordinator, B. T. Washington High School, 13 years

Classified

Leave Without Pay, September 21, 2006-August 1, 2007

Cindy Kinch, Bus Driver, Northwood High School, 7 years

Leave Without Pay, February 18, 2007 – June 1, 2007

Louis Ellis, Security Coordinator, Turner Elem./Middle, 9 years

Other (Hiring, Assignment Changes, Separations & Resignations): The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of August 28, 2006 – September 25, 2006 as recommended by staff and included in the mailout.

Renewal of Administrative Contracts: The board approved the renewal of administrative contracts for Donna Baker, Leisa Edwards, Learohn Caldwell, Kathyne Rettelle, Margaret Thompson, Pateece Davis-Hardy, Pam Bloomer, Gwen Buckingham, Steven Celestine, Kenneth Coutee, Joanne Hood, Janice Hughes, Cooper Knecht, Renea Tolbert, Curley White, Marby Barker, Annetta Garner, Gerald Sandidge, Queen Snyder, Charles Washington, Angela Wilder, Barbara Allen, Retrina Mays, Georgette Price and Krista Wilburn as provided in the mailout.

Agenda Item No. 10. A.

Bids. The board approved the following bids as recommended by staff and included in the mailout on the bid tabulation sheets: (1) Conco Foodservice, Lance, Inc., Louisiana Foodservice and VCC Janitorial for Canned and Frozen Food and Supplies; (2) Conco Foodservice and Louisiana Foodservice for Fish, Poultry, Eggs, Meat and Specialty; and (3) Conco Foodservice totaling \$21,134.95; Long's Preferred totaling \$54,690.25; Louisiana Foodservice totaling \$4,204.00 and VCC Janitorial totaling \$93,868 for Food Service Paper and Supplies.

Agenda item No. 11

Group Insurance Renewals. The board approved the group insurance renewals effective April 1, 2007 as recommended by staff and included in the mailout.

Agenda Item No. 12

Grants. Blue Skies for Better Learning. The board approved the Blue Skies for Better Learning grant application as recommended by staff and included in the mailout. The funding from this grant will implement the usage of B-20 biodiesel fuel in all of Caddo's 487 buses and will improve the air quality of the community as well as enhance engine performance.

Agenda Item No. 13

Professional Development Days. The board approved the following requests for professional development days above the parish approved days for the 2006-2007 school year as recommended by staff and included in the mailout: Werner Park Elementary – November 3, 2006 and December 20, 2006; Northwood High School and Donnie Bickham Middle School – February 10, 2007; Caddo Heights Elementary School – November 17, 2006; Riverside

Elementary – November 17, 2006; and Oak Terrace/J. B. Harville Alternative School – November 3, 2006 (a change from October 20th).

Agenda Item No. 15

Special Education Interagency Agreements/Contract. The board approved the Special Education Interagency Agreements and Contract as recommended by staff and included in the mailout. These interagency agreements will make it possible for the Caddo Parish Special Education Department to offer required services to students with disabilities residing in the parish and the contract will provide fieldwork assistance with occupational therapy students at the University of Louisiana at Monroe.

Agenda Item No. 16

Funding for Additional Textbooks. The board approved \$270,140.07 from the General Fund to purchase textbooks for students and that the ending balance be adjusted accordingly.

Agenda Item No. 17

Medicaid, KidMed Budget for SY 2006-07. The board approved the Medicaid, KidMed budget for SY2006-07 as recommended by staff and included in the mailout. These funds reflect carryover earned from the previous year as a fee-for-service provided by the school nurses and salaries and benefits for two office staff and four nurses are paid out of this fund as well as minimal office operational expenses.

Agenda Item No. 18

Character Education Proclamation. The board approved the proposed proclamation for Character Education Week as recommended by staff and included in the mailout. Character Education Week is October 15-21, 2006.

NORTH CADDO PARISH HEALTH EDUCATION ALLIANCE PROGRAM

Mr. Guin moved, seconded by Ms. Priest, approval of, contingent upon receiving a signed indemnification agreement and final approval by the board's attorney of the parental consent form, the proposed North Caddo Parish Health Education Alliance Program as recommended by staff and included in the mailout.

Mr. Guin stated that a lot of discussion has taken place over the past two weeks, a lot of which has taken the focus off the proposal itself. He stated he has been fortunate enough tonight to see two principals from his district receive principal of the year honors and these two principals, along with the principal at North Caddo High School, community leaders, a number of people from the North Caddo Medical Center and Mr. Guthrie, the Caddo school nurse working with our schools, have spent a lot of time in putting together a program. He said he believes this is a need in the northern part of the parish and this fulfills the need. Mr. Guin said he understands there are a lot of questions and these have been asked and he believes some have been answered and some cannot be answered at this time. He said he believes when this group can get into the schools and spend some time analyzing the needs, etc. and work with the school nurses and their supervisors, we won't fully know exactly what all can occur. Mr. Guin explained that he has talked with Mr. Abrams and he knows that Mrs. Tyler and Mr. Abrams will make certain, as the program progresses, it is done in accordance with policy and what is legal. He closed with comments about a proposal brought to the board by the late Alvin Mims concerning a health initiative within the inner city schools, and the fact that the board approved on-site clinics at both Linwood and Atkins which have been very successful. He said it was then that he recognized the need the inner city schools have in order to assist children staying in school and asked the board to recognize the rural community has the same need and to support this initiative.

Ms. Priest stated she had an opportunity to review the information provided and believes the proposal is a health initiative that will help the children, it puts children first, the need is in the rural area as in the urban area, it shows the community working cooperatively together to put this

initiative together, as well as the community working closely with State Senator Lydia Jackson, District 39 to secure the needed funding. She said it is an excellent idea and proposal and asked the board to support it and put our children first.

Mrs. Crawley stated her strong trust and respect for the maker of the motion and read why she is voting in favor of this initiative, even though all the i's are not dotted, nor all the t's crossed. She stated it is her understanding that the Caddo School System is not financially involved, that the school nurses and their duties are not being replaced, and that our attorney has permission forms for parents and only those children with permission will participate. She also said she understands that North Caddo Hospital is assuming legal, supervisory and financial responsibility, and any teaching done by the North Caddo nurses will be in accordance with the state curriculum and the school board policy. Also, she understands the board will be made aware of any problems, as well as successes of this partnership. She summed up that this is her statement and her feelings on this issue, and that personally, she is excited that community members and leaders want to be involved with the children and the school system, and she loves that they came with a solution and not complaints.

Mrs. Hardy stated she believes this proposal is wonderful and feels the children need all the positive help we can give them. She said there are many children who have not had the health services they need, so she agrees with Mr. Guin and his statement. She congratulated everyone who has been a part of this positive service for our children and that she has seen many things successful despite all the i's not being dotted, nor the t's being crossed upon implementation.

Mr. Burton called for the question, seconded by Mr. Rachal. Vote on the motion to call for the question carried unanimously.

Vote on the motion carried unanimously.

SUPERINTENDENT'S REPORT

Update on CPSB Construction Projects. The superintendent reported that this update was sent to the board in the *Weekly Briefing*.

Feeder Pattern Proposal for Booker T. Washington High School. Mrs. Tyler reported that work continues on this initiative.

Draft Policy that Requires CPSB to Report Truancy to State Agencies. The superintendent stated that work continues with the board attorney to determine if we can draft a policy addressing this request.

Update on RFP for Energy Conservation. Mrs. Tyler announced that information on this request was sent to the board in the *Weekly Briefing*.

Information on Study to Extend School Days. The superintendent reported that staff is still studying this request with the committee.

Survey to Include Teachers on Opening School Later. Mrs. Tyler reported that a survey was completed and the results will be sent to the board along with a copy of the survey.

Report on Requests from Band Directors for Equipment, etc. The superintendent announced that information on this request has been sent to the board.

Review/Comparison of Employee/Teacher Salaries/Benefits. Mrs. Tyler reported that work on this request is being done, but is not complete.

Update on Staffing of Kindergarten Classes. The superintendent reported the staff has forwarded information on this request to the board and the staff will continue to update the board.

Absenteeism Problem in Oak Park Kindergarten Class. Mrs. Tyler reported she had the opportunity to talk with staff and staff is seeking assistance from the board attorney to address this request. Ms. Priest stated we have high expectations in Caddo Parish for teachers, students,

administrators, etc. and the need to raise the level of accountability as outlined in No Child Left Behind and state mandates. Ms. Priest further stated that in Priority Goal IV of the goals and objectives, we say we want to expand family and community connections in order to create a high level of expectations for parental involvement. She said she wants to inform the board that this is not happening at Oak Park and Oak Park is a school in School Improvement having to offer School Choice. Ms. Priest further stated there is a situation at Oak Park where the kindergarten students are being denied a certified teacher in the classroom and this is not right. The children deserve better and if we talk about raising the standards for our schools and for those schools in School Improvement, there is no way we can sit idle and allow this to happen, allow our students to now have a teacher consistently in the classroom to teach them. Ms. Priest said she knows this has been on the agenda and it has been discussed, but in the mean time, the children are suffering and getting further and further behind. She encouraged the staff to resolve this issue as quickly as possible, as she plans on keeping this a top priority.

Mrs. Tyler said she was hoping Board member Priest would go further and explain why we cannot resolve this matter, a teacher who is habitually absent and has been absent year after year and because of the legal situation, we are not able to hire a permanent teacher. She said the situation is being worked on, but staff has done everything it can legally do without consequences to the board. The superintendent said she will continue to work with Mr. Abrams to hopefully resolve it, but the law prohibits us from replacing employees under certain circumstances. Mrs. Tyler noted many calls have come to her from parents in the classroom; however, legally, she cannot hire a permanent teacher.

Mr. Rachal asked why, if we are having this much trouble, can we not hire a teacher. Mr. Abrams stated that this is not something he wants to discuss in open session, because it comes under an employee matter.

Status of Math/Science Position Vacancy at Bethune. The superintendent reported that staff is working on this issue, however, there is no resolution to filling this position at this time.

Box Fans for Gym and Auditorium at Bethune Middle Academy. The superintendent stated they were not there two days ago, but they have now been delivered.

ANNOUNCEMENTS AND REQUESTS

Mrs. Crawford stated it is her understanding that the elementary teachers are required to work in 30 minutes a day for physical activity. The superintendent responded that is a state mandate. Mrs. Crawford asked if recess counts toward that 30 minutes of physical activity and how can the system help the teachers be in compliance with the Wellness Policy? She also asked if every elementary school has the same number of minutes, can staff look at some informative type of session. Mrs. Tyler responded that staff has called the State Department and is working toward getting some relief on this to make it as easy for the employees as possible without breaking the law, but have been unsuccessful to date. She further stated it is a mandate and called the State to let them know it's almost impossible for the teachers to do this and we were told if we are monitored and are not doing what's required, we will be in trouble. Mrs. Crawford asked if a recess can be scheduled into the day? Mrs. Tyler indicated this question has been asked and she will send something in writing to the board.

Mrs. Crawford also stated that she would like to look system wide and determine if we have enough nurses. She said she understands we don't have enough nurses to follow state guidelines, but asked if there is a plan to hire more nurses to be in the schools? She stated that she remembers years ago that the state PTA asked the state to pay for the nurses, but she knows they don't, but what we as a district does is to try and be more in compliance with what the state recommends. Mrs. Tyler said the district has so many needs and this year, the board took the funding to reduce class sizes, but she will provide all the information she has available to the board.

Ms. Phelps indicated she did receive the information for the music department and that she only needed it specifically for the high school band directors.

Mrs. Crawley stated that lately the country has run into some issues with Reading First and referenced an article in the *Washington Post* regarding billions being spent for an inside gain on

reading and also the final inspection report from the Inspector General which wasn't very flattering relative to the process of how Reading First came about and asked for an overview of this program as was given to the principals. She also asked for the local DIBELS results and how often the test is administered and do we hire substitutes for teachers who administer these tests? Mrs. Crawley also stated she received a call from a teacher who said she didn't feel adequate being pulled from her class (upper elementary) to test the lower grade elementary students, and asked if there is an option for teachers that feel this way? She also asked if we have a high turnover of teachers who are trained in DIBELS and what the factor might be? Mrs. Crawley also asked staff to explain to her the value of the teacher who is well trained in DIBELS, and what can be done to encourage these teachers to stay in these schools.

Mrs. Crawley stated that when attending the Town Hall meeting at Huntington, she noticed there were only three speakers and each only got three minutes to speak. She asked the superintendent if there are only a handful of citizens wishing to speak to consider allowing them to speak longer than the three minutes. Mrs. Armstrong indicated she has heard the same comment from people who have attended and that they did not have enough time to share their suggestions and/or concerns.

Mr. Guin asked for a point of order and where we were on the agenda? Mrs. Armstrong responded we are under Announcements and Requests.

Mrs. Armstrong reminded board members to turn in their United Way cards today and that the evaluations should be turned in to her by the 21st.

Mr. Guin recognized board member-elect Dottie Bell in the audience at today's meeting.

Adjournment. *Mr. Guin moved, seconded by Ms. Priest, for adjournment. Vote on the motion carried unanimously and the meeting adjourned at approximately 6:40 p.m.*

Ollie S. Tyler, Secretary

Ginger Armstrong, President

November 7, 2006

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 7:05 p.m. (immediately following the Executive Committee/Board Work Session) on Tuesday, November 7, 2006 with President Ginger Armstrong presiding and the following school board members present being a quorum: Phillip Guin, Eursla D. Hardy, Willie Burton, Charlotte Crawley, Lola May, Tammy Phelps, Bonita Crawford, Barry Rachal, Larry Ramsey and Willie Henderson. Also present were Secretary Ollie S. Tyler, and Reginald Abrams, legal counsel. The invocation and Pledge of Allegiance were omitted.

PERSONNEL RECOMMENDATION(S)

Mr. Burton moved, seconded by Mrs. May, to approve the personnel recommendation as recommended by staff and included in the mailout. Vote on the motion carried unanimously. Mary Nash Robinson, assistant superintendent of human resources, introduced the following appointment approved by the CPSB: Michelle Franklin, principal, E. B. Williams Stoner Hill Elementary Lab School. This appointment will receive the appropriate salary as reflected by the Caddo Parish School Board salary schedule applicable to the position to which she was appointed. Administrators, family and other guests present also were recognized.

CHANGE IN NOVEMBER REGULAR CPSB MEETING DATE

Mr. Burton moved, seconded by Mrs. Hardy, to change the November 2006 CPSB meeting from the 21st to Thursday, November 16th. Vote on the motion carried unanimously.

GIFT OF SIGHT, A LUXOTTICA GROUP FOUNDATION PROGRAM FOR ATKINS AND OIL CITY ELEMENTARY FOR DECEMBER 8, 2006

Mr. Guin moved, seconded Mrs. Hardy, to suspend the rules in order to add an item to the agenda. Vote on the motion carried unanimously.

Mr. Guin moved, seconded by Mrs. Hardy and Mr. Rachal, to approve the Gift of Sight Program for Atkins and Oil City Elementary Schools on December 8, 2006 as recommended by staff and included in the mailout. Vote on the motion carried unanimously.

EXECUTIVE SESSION

Mr. Burton moved, seconded by Mrs. Hardy, to accept staff's recommendation regarding the student readmission appeal for the student with initials T.B. Vote on the motion carried unanimously.

Adjournment. *Mr. Burton moved, seconded by Ms. Phelps, for adjournment. Vote on the motion carried unanimously and the meeting adjourned at approximately 7:12 p.m.*

Ollie S. Tyler, Secretary

Ginger Armstrong, President

November 7, 2006

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at 4:30 p.m. on Tuesday, November 7, 2006, with President Ginger Armstrong presiding and Lola B. May and Willie D. Burton present being a quorum. Other school board members present were Phillip Guin, Eursla D. Hardy, Charlotte Crawley, Tammy Phelps, Bonita Crawford, Barry Rachal, Larry Ramsey, and Willie Henderson. Also present were Secretary Ollie S. Tyler, Legal Counsel Reginald Abrams, staff and other visitors. Mr. Burton gave the invocation and led in the Pledge of Allegiance.

PRESENTATIONS

Professional Development...ask...learn...make it Happen! Assistant Superintendent Wanda Gunn introduced Dr. Lila Finney, Director of Professional Development. Dr. Finney shared with the board the many projects and accomplishments of the Professional Development Department. She said it is their belief that professional development increases student achievement by improving teacher quality through resources and services that are practical and research based. Dr. Finney noted the department's motto "ask...learn...and make it happen!" and highlighted the various functions of the department to include support for programs in the schools, assistance for meeting NCLB requirements, funding for meeting the needs of the district, assistance to teachers and other employees in becoming highly qualified. Additional activities also include implementing an on-line professional development system whereby teachers and administrators can review and update their professional development history and register for professional development workshops, new teacher induction and mentoring, coordination of the ESL (English as a Second Language) and Read 180 programs in 27 Caddo Public schools for more than 1,500 students, writing grants for Caddo Public Schools, coordinating Title I, II, III, IV, V and IDEA block grants, District Assistance Teams to help high priority schools, and provide co-teaching strategies to help special education and regular education teachers in co-teaching strategies to insure accurate implementation in compliance with IDEA regulations. Additional areas in the Professional Development Department include administering of the parapro test to current and prospective paraprofessionals, provide media resources for employees' professional use, student drug education, implementation of School Choice, and content coach training for assistance to faculties in the district's high priority schools. It was also reported that the technology center is used to provide training for teachers in the COMPASSlabs in 32 Caddo schools, as well as other ways to assist teachers in the implementation of the comprehensive curriculum. She said that teachers are also able to create high quality instructional materials for their classrooms through such supplemental services as copying, lamination, printing, scanning, screen printing, as well as custom posters and banners.

Dr. Finney closed her comments by stating that effective professional development is increasingly vital to school success and teacher satisfaction and that 1,372 Caddo teachers have enrolled in professional development activities since July 1, 2006. Additionally, she reported that this department manages and monitors the implementation of Title Programs II, III, IV and V for the district, with Title II funding an additional 60 teaching positions for the 2006-07 school year. Dr. Finney said when schools today face an array of complex challenges from working with an increasingly diverse population of students to integrating new technology in the classroom to meeting rigorous academic standards and goals, the need for teachers to be able to enhance and build on their instructional knowledge is more than important than ever and this department is pleased to be able to provide these services. Dr. Finney expressed appreciation to Dr. Susan Shofner and Kathy Gallant for their expertise and assistance in developing the video presentation for today and recognized all the employees from the Professional Development Department present at the meeting.

Personnel Department – Staffing Statistics. Dr. Mary Nash Robinson, Assistant Superintendent for Human Resources, introduced Jan Holliday, director of certified personnel, and David Barr, director of classified personnel. Mrs. Holliday reported that the Certified Department staff is comprised of the director of certified personnel, four personnel administrators, an employee assistance program administrator, five secretaries, a benefits specialist, a special projects specialist, two clerks, and a receptionist and introduced the staff members present. Mrs. Holliday stated that one of the major functions of this department is to staff the schools with the very best teachers they can find. She introduced Sherry Stanford who gave an overview of the recruitment program and presented a packet of information used in the

recruiting efforts to each board member. Mrs. Holliday thanked Ms. Stanford for her presentation and her enthusiasm in the recruitment efforts. She reported that thus far this year recruitment team members have been sent to numerous colleges/universities, as well as plans made for the student teacher meetings and Job Fairs in the Fall and Spring. Members of the volunteer recruitment team in attendance at the meeting were also introduced, and Mrs. Holliday explained that this team is made up of 48 school-based teachers and administrators, as well as members of the certified personnel department.

David Barr, director of classified personnel, briefly highlighted the various jobs within the classified department and introduced staff members present. Mr. Barr reported that as of November 1st, Caddo has 3,031 full and part-time employees, that substitutes within the classified area total 3,659, with a total number of employees within the classified division coming to 6,690.

Support Services – Capital Projects/Construction. Richard Lavergne, Assistant Superintendent for Support Services, stated that the Capital Projects/Construction Department is responsible for making certain that a safe and comfortable learning environment is provided for all Caddo students not only for today but for years to come, and he introduced Steve White, director of capital projects and construction. Mr. White shared with those present a synopsis of the duties and responsibilities of this department including new wings, gymnasiums and libraries. Mr. White reported that 33 classroom wings have been completed since passage of the bond issue. He further reported that capital projects are major renovations and repairs to the existing facilities, and that a master list is compiled each year from the requests made by the district's principals and the projects' committee selects the projects from the established budget which are presented to the board for approval. Goals and objectives, staying within the allotted budget, maintaining and developing standards for quality in materials and workmanship in buildings that provide easy maintenance, compliance requirements in areas of 504, ADA, Title IX, State Fire Marshall, contracts, designers, public bid law, local and state building codes are only a few of the areas of responsibility. The audience viewed a brief video of construction, roofing, lighting retrofit, heating and air conditioning, technology, etc. projects completed or in progress. Steve White introduced department employees present at the meeting.

Mrs. Armstrong expressed appreciation to all employees present from the various departments for taking the time to share with the board. Mr. Henderson also expressed his appreciation and gratitude as he worked with many of these employees in the past. He said he appreciates the presentations today and particularly wanted to note the job being done by the Human Resources Division.

EXECUTIVE COMMITTEE – ESTABLISH AGENDA FOR THE NOVEMBER 21, 2006 CPSB MEETING

Superintendent Tyler highlighted the proposed agenda items for the November 21, 2006 Caddo Parish School Board meeting and the following discussion ensued. The superintendent asked that the following items be added: (1) Bids (Capital Projects/Construction). Youree Drive T-Building Relocation Project 2007-200C, and (2) Executive Session: Litigation Update and Student Readmission Appeal.

Bids. Mr. Rachal asked about bids for Items 1-3 and if they are being divided or are they going into a pool and dispersed? Jeff Hudson, purchasing agent, explained these are not for a lump purchase, but for an annual requirement bid where the individual school can purchase at discounted prices from the catalog throughout the year as needed. Mr. Rachal inquired about the bid on printer supplies. Mr. Hudson explained this is the same type situation as there are thousands of printers in the schools and the bid is put together in order for the schools to be able to use the school district's purchasing power and get the best pricing.

Bids (Capital Projects/Construction). Ms. Phelps asked staff where the T Buildings were being moved? Steve White explained that a total of five (two doubles and one single) are being moved to Youree Drive.

Agreement with Shreveport Communications for Radio Tower Service. Mr. Rachal asked about the dollar amount for the lease. Mr. Abrams noted that in paragraph 3, the amount of \$350 a month is quoted.

Revised Crisis Response Plan. The superintendent commended the Security Department for their diligence and that there were no incidents at the schools designated as voting polls.

Capital Projects. Ms. Phelps asked Steve White about the status of the Eden Gardens situation? Mr. White explained he and Mr. Lavergne met with the principal to discuss options and the situation is more complicated than slapping a building on the site, because the way the bus loop goes around the back of the building, it will have to be relocated so the building goes inside the loop and we are not transporting children back and forth the bus loop with a possibility of it being a hazard. He further explained that in looking at moving the bus loop, staff is also looking at two separate sets of playground equipment and the existing concrete basketball court, while at the same time attempting to eliminate the traffic flow problem that the Shreveport Metropolitan Planning Commission Board of Appeals has brought to our attention because of congestion in that area. Mr. White also explained there is a plan with a private property holder adjacent to this property who has offered to give a section of his property to the Caddo Parish School Board as an easement and then we could divert the bus loop to exit back on to Line Ave. He explained the survey has been run for the campus at Eden Gardens and staff is attempting to contact the private landowner to get the legal description of his property so we know what section is to be surveyed and what plans to make. Ms. Phelps stated she understands this is a long-term solution to the problem, and asked if there is not a temporary solution? Mr. White said there has not been a temporary solution proposed and that in the past, every time this has been brought forward, the Zoning Board of Appeals has not been receptive to the idea since there are presently no T buildings on the campus. Thus, they are trying to come up with a long-term goal and take care of all aspects of this situation.

Mr. Burton asked about the list of unfinished projects and if it includes a canopy at North Highlands? Mr. White responded it does not at this point, but does include a library bid last year that came in significantly over budget and they went back to redesign, an elevator at Atkins that bid over budget and the designer is now back in operation after being out of commission with a plan to reduce the cost of this job and move forward in bidding it again this year, and partial funding for a gymnasium at Walnut Hill was put in last year, and the second phase of funding toward funding the gym is included this year. Mr. Burton thanked Mr. White for the fine job on the driveway and bus loop at North Highlands and asked that consideration be given for placing a canopy at North Highlands so the children do not have to walk in the rain. Mrs. Armstrong also asked that consideration be given for a canopy at Keithville.

Mrs. Crawford asked if there are any plans for fencing Broadmoor? Mr. White responded he is unaware of a plan for Broadmoor and that Roy Murry generally takes the lead on these requests when there has been threat on the campus or if there has been a break in. These are then listed in the "to be determined" amount of money and are handled as requests come in. Mr. Murry responded it is his understanding the principal is going to the neighborhood association and she will then submit a formal request. Mrs. Crawford also indicated that from the neighborhood association she received a call about the possibility of an alternate route behind Youree Drive Middle School because of the construction and a concern about traffic control. Mr. White explained that is a state run project and he has not heard of any plans for an alternate road to relieve the traffic flow on Youree Drive. Mrs. Tyler stated that Ken Krefft asked staff about this; however, it's something we have no control over. Mr. White also responded there has been no contact from the highway department with his office.

Mr. Henderson asked Mr. White about the ending balance for the current year's budget? Mr. White answered it is in the neighborhood of \$300,000. Mr. Henderson asked Mr. White the amount of this year's budget? Mr. White responded \$18 million. Mr. Henderson asked about the track at Huntington High School and if it has been addressed? Mr. White explained they have looked at the track and it is an old cinder track and the cost of redoing this type track has become unreasonable. He said they are beginning to look at alternate plans to give them a more durable all-weather surface such as asphalt, but they have not specifically addressed Huntington at this time.

Mrs. Crawley expressed her excitement about the auditorium at South Highlands, but asked about the fencing since it is in pretty bad shape. Mr. White explained the fence was old before construction on the site began, but it was not addressed in the plans for the new Performing Arts Center. He said it is possible to look at addressing the fence under other means, i.e. change

orders to the project if the board deems so or it can be listed as a separate project. Mrs. Crawford asked staff to put together something the board can look at for addressing this matter.

Ms. Phelps asked about the multi-purpose room at Atkins? Mr. White responded that at this point it is not included in the plan, as there are approximately \$120 million in capital projects' requests, as well as approximately \$40 million in maintenance requests, and there were a lot of requests left on the table yet to be done. Ms. Phelps asked if staff could keep this request on the list and asked for a copy of the capital projects' requests. Mrs. Tyler noted the list is in the board's mailout packet. Mr. White explained he realizes this request has been on the list; however, the staff and committee attempt each year to prioritize according to what best suits the educational needs of the students and there are many requests, but only a few dollars each year to address them.

Mr. Burton asked Mr. White about the status of the gym at Booker T. Washington? Mr. White explained the gym is scheduled to be ready Thursday, the 9th and the school personnel will be trained Wednesday on the electronic operations in the new gym. He also stated the erosion problem is to be addressed on Wednesday and sod put down on Thursday morning, so the gym is ready for use Thursday afternoon for a jamboree.

Additional Inclusion Teacher at Shreveport Job Corps. Mrs. May thanked the superintendent and staff for looking at this situation and providing the needed personnel to move forward with the academics for the youth at this center.

Proposed Revision to CPSB Policy JECC. Superintendent Tyler explained that she sent information in the mailout relative to the proposed revision to CPSB Policy JECC which addresses the admissions policy for Herndon Magnet School. She said staff wishes that Herndon Magnet was treated the same as all the other magnet schools in Caddo, but reminded the board that originally, Herndon Magnet School only had the magnet program in the middle school, and it seemed like it was two schools in one. She further explained that since 2001, Herndon has been an elementary and a middle magnet and the state, as well as Caddo, treats it as one school. Mrs. Tyler explained that because there were neighborhood students at Herndon and when it became an elementary magnet, the students were grandfathered in the school, and they have now all moved on. At present, Herndon is a pure magnet school serving elementary through middle school students. Mrs. Tyler stated that all the students in the magnet school this year had to meet the admissions standards in order to be admitted, and that additional questions have arisen. She further stated that in all the pure magnet schools where students have taken the admissions test and are admitted, from year to year, the only thing required is that staff looks at their performance, discipline, attendance and GPA and if they meet all the criteria for remaining in the school, they advance to the next grade level. If they do not meet all the criteria, the student then has to return to their neighborhood school. Mrs. Tyler explained that with Herndon now a "pure" magnet school, the same policy should apply, since it is one school, not two schools. She said prior to now and because it was not a "pure" magnet school, when students reached the 5th grade, they had to take an admissions test and qualify before going into the 6th grade. Now, and because the students have already taken the admissions test and are "pure" magnet students, students can move from the 5th to the 6th grade without being retested if they continue to meet the criteria. She said one of the neat things about Herndon is there are always available slots and most of the 5th graders, even before it was a "pure" magnet, remained at the school because they met the criteria. The superintendent explained this school is not looked at now as an elementary and a middle school, but as one K-8 school. She also explained that the same holds true for students who are tested at Eden Gardens and South Highlands, and once they take the admissions test to get in and they continue to meet the criteria year after year, they do not have to retest while a student at that school. It is felt that the same should hold true for Herndon. Superintendent Tyler noted that we have not had any litigation, but if we don't take a look at what we are doing when children move from one grade to another and have already taken the admissions test, and if we change something with this school, we could be opening ourselves up.

Mrs. Crawford stated she understands to get into kindergarten students had to take a test, but the qualifications to get into a middle school magnet program are different than kindergarten. She said her concern is every other 5th grader in a magnet program will look to us and say they still meet the qualifications even though the middle school is on a different campus. Mrs. Crawford further stated she is concerned that if the proposed revision is approved, it will appear as an inequality to the other magnet students because they will have to take a test to get into the 6th

grade magnet. She said there may be some 5th graders at other schools who don't test into a magnet program, and if we are going to continue to keep our schools a magnet school, it seems that the 5th graders should still be required to take a magnet test for middle school no matter if that middle school component is on the campus or not. The superintendent stated if students would like to be considered in that manner, they can attend Herndon and as long as they meet the criteria, they can stay in that school. She further stated she hears what Mrs. Crawford is saying, but she feels if a student as met the admission policy, which is true for kindergarten in the elementary schools, and they have met the admission requirements at kindergarten, then they don't have to test again for 5th grade in that same school, and that is a different level from kindergarten. Mrs. Crawford said they are all in one school, but when you move from 5th grade to 6th grade... Mrs. Tyler stated that's because if you go to a different school, you have to meet the admission requirements for that school, but the Herndon school is one school, not two different schools. Mrs. Crawford said she understands that, but the difference is if we want to keep our magnet schools magnet schools, we need to look at this very carefully, because it's still a magnet program going from the 5th grade at a magnet school to the 6th grade in a magnet school. She also said the committee last year addressed the magnet middle schools and she thought Herndon and Middle Magnet were to be treated equitably. Mrs. Tyler said that is correct except last year there were children who had to be grandfathered in who were not magnet students. Mrs. Crawford said she thought they were gone now. Mrs. Tyler said that is correct, but that is the difference, and all the students at Herndon now are students who had to take the admissions test and they are all magnet students in the same school. Mrs. Armstrong added that a concern also might be not to dilute the magnet at the middle school level at Herndon. Mrs. Tyler also added that even before Herndon became a "pure" magnet, probably 98% of the students got into the middle magnet at Herndon.

Attorney Julie Lafargue commented that she looked at the policy from the standpoint of whether or not it's legal and constitutional and meets the requirements we are required to meet and it does. She said the situation the board faced with is there are two inconsistent positions and the board will need to decide which position it wishes to be in. The first is the board would like the middle magnet schools to operate under the same policy, and that is what the committee and the board were attempting to do when it enacted the original JECC policy. She added that at the time the committee made this recommendation and the board enacted it, there were still neighborhood children who had not been admitted to Herndon as magnet students through an admissions test. The second inconsistency is Herndon is Caddo's only combination magnet school, it is a K-8 combination school and the State Department of Education treats Herndon differently than any other elementary magnet or Caddo Middle Magnet for the purpose of test reporting, for all statistical information it gathers, and the district treats it differently than the other elementary or 6-8 middle schools. She explained it is almost impossible to reconcile the two potential policies, and the board with staff needs to make the best possible decision considering the children's educational benefits. She added there are always openings at the middle school level at Herndon if you allow rising 6th graders to move on to 6th grade without an entrance exam and the board will not be denying another child from a neighborhood or another elementary school a seat. Ms. Lafargue reported she has looked at a lot of statistics over the last two years and the numbers are not an issue at Herndon, so if the board is concerned about how this policy might affect children who want to attend Herndon and would need to be tested, children will not be bumped because of this policy. She said she has counseled staff, and any board member who might ask, that the best thing to do is be consistent and now the board has a choice about two inconsistent policies.

Mrs. Crawford stated that approving this policy revision will make it inconsistent, because last year when it came from the committee, it stated that the two middle schools would be treated the same, and to change the policy will make it inconsistent. Ms. Lafargue said Herndon is not Herndon Middle Magnet, but is Herndon Magnet School enrolling K-8 children and that is how Caddo and the State both treat the school. If we make a distinction about a child at the end of grade 5, this will be inconsistent with how the school system and the State Board treat that school. Mrs. Tyler explained that parents began calling last year asking why if their child passed the admissions test for Herndon Elementary Magnet, and they have met all the requirements to advance to each grade level, do they have to compete to advance to the 6th grade in the same school, when that is not what is being done in the other magnet schools? Herndon is a school; it's not an elementary school by itself, nor a magnet by itself, and she could not address these questions. Mrs. Crawford stated that every 5th grader that tests for middle school is in competition with one another whether they are neighborhood 5th graders or magnet 5th graders.

Mrs. Tyler said the inconsistency is they are leaving an elementary school to attend a different school, and at Herndon, they are not leaving. She also stated she believes if the board is challenged on this, they would end up in court.

Mr. Abrams explained he doesn't see this as much a legal challenge, since the board is making the decision as to how it wants to address admissions, but the distinction is whatever the requirements are to get into an elementary magnet are to get into a school, and it is a school, and when you advance to middle school, the student must test to get into that middle school, which is a different school. He said we now have a situation where there is an elementary school that is K-8 and the students get to the 5th grade with their peers and they are told they have to leave their school, which is different than the others, because you are not allowing the students to proceed through 6th, 7th and 8th grade, but are told they have to go somewhere else when they have not done anything wrong. He said up until that time, they have proceeded through the grades while maintaining the requirements they are supposed to in order to stay a member in that magnet school, yet the board is now saying they will have to take another test in order to stay in the school. He said that is as if you are penalizing the student, and this did happen, and is why the board is at this point. He said the district followed the policy, but it seems as if there would be a better policy to not take a student out of a school if they are qualified to stay and have not done anything wrong.

Cooper Knecht, principal at Herndon Magnet School, added that we need to put children first and Herndon is the only K-8 magnet and the state does not separate the elementary from the middle. She even noted that Herndon could be a 5 star elementary school if the scores were split, but they are not. She reported that research indicates K-8 schools are very successful as are those in Caddo. She said those at Herndon are a family and it is devastating if they do not move on, and if the children are not successful, they do move on to other schools, because they do not just move on to 6th grade at Herndon because they were in the 5th grade at Herndon. Ms. Knecht explained there are only 75 students in the 5th grade and Herndon has 75 openings that could be filled from the neighborhood schools that are never filled. She said last year was the first year to take a test and Caddo Middle Magnet's always taken the test because of the competition and the need to rank the students and Herndon has not done that until last year.

Mrs. Crawley asked about any problems with a child who will qualify to take the test and if he didn't pass the test, then he shouldn't go to the 6th grade, and she indicated the expense and the fact the child has to take a test may be the only problems. Ms. Knecht responded those are grandfathered children and she believes you put the child first. Mrs. Crawley stated she believes a check up should be done because children change dramatically and the years between kindergarten and 5th grade allow them to either grow with their class or be left behind; and it would be more devastating to tell a child you are not measuring up and must leave the magnet school, than it would to tell them they have to take a test. Mrs. Crawley referenced South Highlands and doesn't think because it is a high magnet that the students attending there should be allowed to continue on to Middle Magnet without being tested. She said she believes we should always encourage neighborhood schools, particularly in elementary and we are discouraging neighborhood schools, and she believes this is the perception. She said she believes the whole argument is kind of moot, since everybody gets in that passes the test, so the only parents that should be arguing are those who fear their children will not pass the test.

Mr. Abrams commented the board should remember the concept of magnet schools was created to integrate the schools and to make certain the races were mixed; and presently, they are viewed as meaning a "super school". He said the testing became a parameter in order to make certain there were a certain number of people at the schools and not to decide the intelligence level of anyone at the school, which is what it has developed into, but is not the real criteria.

Mr. Henderson stated he has made the following observations: (1) He believes from the time Herndon was established as a magnet school there have been some issues regarding the elementary school and the middle school and whether or not both were magnets and it appears the proposed recommendation would settle that matter, (2) the attorney pointed out that if a child has demonstrated they are able to master the material and are successful in that program, why do we believe giving the child a test is necessary? He said while he appreciates the questions and concerns raised, he doesn't believe it to be necessary? He said if a child is not mastering the material or meeting the criteria to be in that school, there is a procedure in place to remove that

student from that magnet program. (3) He believes it's not a matter of a right or wrong answer, but only that a decision has to be made about what you want to do.

Mr. Guin stated he doesn't necessarily disagree with the comments, but pointed out that the board needs to understand that when looking at a school like Middle Magnet, the test is a mechanism to determine which students fill a highly competitive group of slots. He said there are never any open slots at Middle Magnet, otherwise why would you have to test them, and as Mr. Abrams pointed out, if you go back to the committee and to what determines who fits in the school, we cannot discriminate. Mr. Guin said filling available slots is not the problem at Herndon as there are presently 70 plus available slots. He also stated there are many board members who were not on the board when some of these issues came into play because they superseded Mrs. Tyler being named superintendent, but reminded them when looking at history, there was no one who raised cane about Herndon being treated differently when they were saddled with requirements and restrictions the other magnet schools did not have, such as you cannot recruit students south of I-220, we will not supply you with transportation outside a certain area, and these guidelines were not given to Caddo Middle Magnet nor Magnet High School. He explained that part of the reason for this is we did not want Herndon to get too big in the north, because of competition with other schools in northern Caddo Parish. Mr. Guin reminded the board that the program at Herndon is an excellent program that puts out excellent students and they are tested at the elementary level, are monitored all the way through Herndon, and it's one thing to deny a student in transition the right to go from one school to another because of a test, but another to not allow a student who has tested to get into the magnet school, has continued to meet the criteria from grade to grade, and then not be allowed to continue with his peers in the same school when they get to the 6th grade. He encouraged the board to support the proposed revision and help them to get additional students at Herndon.

Ms. Phelps stated she understands the comments and asked, if because of the knowledge that schools are not treated differently, and when the committee met last year they had a desire to be consistent, why did the school test last year and why was the inconsistency not seen last year when revamping the plan? Mr. Guin stated there has been a significant change in that we grandfathered students in the program and 5th grade students last year were neighborhood students and not all magnet students; and at this time, all those students have moved through the school and there is now a "pure" magnet program in K-8 grades. Ms. Phelps indicated she understands and thought we knew this last year. Mr. Guin said the point is when the program was put into place, there were still non-magnet students in the 5th grade, and now there are no non-magnet students in the 5th grade. Ms. Phelps said the question is still the same and why didn't we do this last year? Mrs. Tyler stated that it was not thought through last year and the board was told last year that staff would come back to the board as they saw the need to tweak the policy. Ms. Phelps indicated she thought the board would be looking at the entire district policy of which this is a part. Mrs. Tyler said that is correct, but we only need to tweak the part of the policy to make it equitable, and to make sure that it is being implemented appropriately and in the way the board desires, and that frankly, this was not thought of last year, but as the questions came in from parents that we were treating this school differently, staff began to look at it. She cited the example of Caddo Magnet High School and that a test is not given to students to get into Caddo Magnet High. Mrs. Crawley indicated there is a test at Caddo Magnet, and Mrs. Tyler said there is not. Mrs. Crawley stated that it must be a placement type test at Magnet High. Mrs. Tyler responded that there is no placement test given at Magnet High, but that the staff looks at the set criteria. Mrs. Crawley said they do not take a test to get in, but a placement test. Mrs. Tyler again stated there is not an admissions test at Caddo Magnet High as in the elementary and magnet schools. She added that staff believes the policy needs to be tweaked now so it will be consistent with all the other schools in the parish. Ms. Phelps said maybe we shouldn't use the term "consistent" since it is the only K-8 "pure" magnet school in Caddo Parish. Mrs. Tyler explained it is consistent with how the state treats the other K-8 schools. Ms. Phelps said that's correct, it's consistent with state, not with the district, and it can't be consistent with the other K-8 schools as there are no other K-8 magnet schools. Mrs. Tyler explained it is consistent with the way we move students from one grade to another within one school. Ms. Phelps indicated the thought that was knowledge to her today was the comment that last year it (Herndon) was not discussed that they were treated as one school, and now it's knowledgeable and that makes the difference. She further stated that last year would have been the perfect opportunity to discuss this. Mrs. Tyler indicated they could not address this last year, because there were students who were grandfathered in who were not magnet. Regarding the siblings issue, Ms. Phelps asked if siblings are required to take and pass the admissions test? Mrs. Tyler

answered in the affirmative. Ms. Phelps asked if the test score is lower or different for siblings and new students testing for magnet? Mrs. Tyler responded no they are not. They all have to meet the cut-off score. Ms. Phelps restated that the cut-off score for siblings and new students is the same score. Mrs. Tyler answered in the affirmative, but if you are competing for slots, the scores are ranked.

Mr. Burton echoed the comments made by Board Members Guin and Henderson and Attorney Abrams and like Ms. Knecht said, we need to put the children first, and we need to support those who are trying to do something for the community.

Mrs. Crawford commented that she does put the children first, and her question had nothing to do with the children, but only with the equity between the policies.

Revision to CPSB Policy JO (Student Records). The superintendent explained that the intent in the proposed revision is to make certain the board is covered when directories and other pieces of information are printed and distributed in the school. She stated we have been doing this for a number of years, but have never had a policy where parents had to sign.

Mr. Rachal requested the inclusion of *date and place of birth* be deleted as we don't need to publish anyone's birthday or place of birth. Mr. Abrams stated that this wording is directly from the Code of Federal Regulations, specific as to what is directory information. Mr. Abrams further clarified this is not what shall be published, but only a list of information that can be published when there are organizations/groups that publish directories. He said what we are attempting to do is make certain parents know that when directories are published, the board is declaring that certain items can be included, and it doesn't mean you have to have the date and place of birth listed. It's only a description of items that can be placed in the directory because FERPA allows you to use it as directory information, and any parent can say they do not want particular information on their child included. Mr. Rachal stated there are a lot of good directories, but with the way it is worded, once it gets to this point, we could actually publish their birthday and where they were born. Mr. Rachal asked how this can be addressed, because with security, this could be a nightmare. Mr. Abrams said we are talking about students' information, and he doesn't believe identity theft is as big an issue as when the Code of Federal Regulations published this. Mr. Rachal asked if we have to include it? Mr. Abrams said no we don't have to, but probably every school district in the nation does, because this is the regulation as presented by FERPA that they copy. Mr. Rachal suggested that we remove "date and place of birth", because there are too many security questions with the internet, banking and other financial institutions, etc.

Mrs. Crawford indicated her agreement with Mr. Rachal's recommendation and reported that she checked with various schools to see if everyone received the letter and several said they did not. She is concerned there are many who may have missed the October 31st deadline. Mrs. Tyler stated that staff will follow up with the schools to determine which ones may not have received the letter. Mrs. Crawford also indicated she had concern expressed by a law enforcement officer relative to identity theft should we have to give out any of this information and he was particularly concerned with date and place of birth. Mrs. Tyler explained that when this information came to her, she referred to the board attorney who went to the law. She also stated we agree some of this information does not need to be out there, but we know we are publishing information in the schools without getting the appropriate permission, and this proposed revision is an effort to stop that practice. She said if we publish these things, we need to make certain parents have given their consent. The superintendent announced the board can amend this proposed revision in any way it deems appropriate, but she only wants them to know the wording comes strictly from the law.

Mr. Rachal asked the superintendent if she is in agreement with the proposed change recommended today? Mrs. Tyler indicated she is o.k. with it and did not have a problem.

Mrs. Crawley said instead of giving permission, she explained the note said you are to deny permission, and she believes it should be worded another way and parents mark off what they will allow and sign it. Mr. Abrams explained this is a policy stating this is the type of information that will be disclosed unless you say otherwise, it is not a permission slip. He added it will be included in the Blue Book and we are saying there is a chance this type of information might be disclosed through PTA directories, school directories, etc. He said it is not intended to

provide parents with a permission slip to turn back in, as the statute intends for it to be a general disclosure so you don't have to get a permission slip for everything. Mrs. Crawley indicated she believes we need to have parental permission to include it, because what if a kindergarten student does not get the information home to the parents.

Mr. Abrams explained that the note recently sent out is the only time it will be sent out that way and in the future, it will be a part of the Blue Book and is intended to be a part of our compliance notices done every year. Mrs. Crawley said her recollection of when her children were in school and a PTA directory was being published, parents did have to give permission for this information to be included.

Mr. Guin asked are there any documents that we publish that would harm a child by not having something like this on it? Mrs. Tyler said sometimes they ask for it. Mr. Guin said this came out saying the law says this is what is available to publish? Mr. Abrams answered that is not correct, that this is what is available as directory information. That it is not to be used for recruiting, but the intent is for yearbooks or school directories, and not for everything that comes up, i.e. it doesn't apply to public records request. He believes someone can ask for a yearbook and the yearbook will include this directory information, however, a college or university requesting the date and place of birth would have to get that information from somewhere else. Mr. Abrams explained the only concern he has is we will have someone publish it and the board did not designate it. He said the policy is intended to cover all types of situations and this is a very old provision and elsewhere the date of birth might be information that is given out, because it is listed in FERPA as one of the items that can be given out and is not considered harmful.

Ms. Phelps asked if we added the parents' name and address? Mr. Abrams said yes and it got started because he made a comment at an administrators' meeting that if they are going to be using directory type information, they need to start getting permission slips. He then had a request from one of the schools to look at and approve a certain type permission slip. Ms. Phelps asked how we are insuring that every parent receives the information? Mr. Abrams explained that next year the Blue Book will include this policy with the other rules, etc. that parents must sign they have seen it. Ms. Phelps asked if we are looking at two revisions – notifying the parents of the things that will be in the directory and every school. Mr. Abrams said no and that Policy JO requires that we give notice to parents every year and it is published in the Blue Book, but this information will now be included within Policy JO and they will continue to get it in the Blue Book and will have to sign off that they received it. Ms. Phelps asked what policy is in place for every school to get the information to say I do not want this information given out if requested? Mrs. Tyler responded that this year central office staff sent something to every school and asked the principals to send something home to every parent. Ms. Phelps indicated she did not receive anything and this is a concern because of this day and time. Mrs. Tyler said she will ask staff to follow up with the schools. Mr. Abrams said the only persons who should get the information would be outside organizations, companies that do business with us, for things such as high school rings, etc. Ms. Phelps asked if these companies would request this information for the entire district or for particular schools? Mr. Abrams responded they could ask for either or. Again, Ms. Phelps said she was asking that when they ask for information from certain schools, it may be just one school and not the whole district and the parents would get the information. Mr. Abrams explained that is why we are proposing a district-wide policy so everyone gets the same information and it will not be possible to notify the parents every time a school gets a request.

Gift of Sight. Superintendent Tyler explained that this foundation program for Atkins and Oil City beginning in December is one that staff is excited about and noted that there are foundation staff members present today to answer board questions. Mr. Guin stated there is an individual in the audience from the Foundation and asked the board to allow her to address the board on this project. Maggie Pierce, employee of Luxottica Retail, explained they are new to the area and actually encompass Lenscrafters, Sears Optical, Target Optical, Pearl Vision and they provide, through their Foundation, the Gift of Sight Program. She said two vision vans travel the United States, approximately 80 cities a year, and Shreveport is on the route this year. She said it is their hope to help students from Atkins Elementary and Oil City Elementary, and that these two schools were randomly chosen based on the need of providing services to the under privileged students with vision care needs. She said that with the help of Schumpert school based health clinics, they have partnered with vision screenings that are already in the system for the odd number grade levels and they are seeking to move forward and get the screenings for the even

numbered grade levels for these two schools. She explained that the vision vans are one-day events that have volunteer affiliated doctors with the company, as well as licensed opticians. She said this is an employee-driven charity and they are only seeking to help children. Ms. Pierce reported that their company has helped children in Jefferson, East Baton Rouge and Lafayette Parishes.

Mrs. Crawford expressed her appreciation for the detailed information provided on this request. Mr. Guin stated he noticed a December 8th date set for conducting this service and knowing the time it will take to coordinate this effort for the one day, he encouraged board members to ask questions they may have as he intends to ask the board at the special called meeting following the work session to suspend the rules and consider action on this item today. Ms. Pierce added that if Luxottica Retail is successful in the first visit to a city, the chances are great they will return to that area possibly annually as well as increase the number of days they are in a city.

Mrs. Armstrong recommended Items 9-17 as the consent agenda. *Mr. Burton moved, seconded by Mrs. May, to approve the proposed agenda and consent agenda for the November 2006 CPSB meeting as presented. Motion carried unanimously.*

POLL AUDIENCE

Kadijah Rodgers, student at the Fair Park Medical Careers Magnet High School, presented to the superintendent and board a copy of a petition expressing opposition to the proposal to close Fair Park and make it a K-8 school.

Gennie MacAfee stated she has read the material from the superintendent and board and is appearing before the board on behalf Fair Park. She said while she is pleased with what is happening in our district educationally, she also seriously believes in a community high school. Ms. MacAfee said there are a lot of children needing special help in high school, and with the No Child Left Behind slogan, she is present to represent those who have already been left behind. She said Fair Park needs to remain a high school and noted the extensive amount of confusion that you can't rally the community together because of all the different reports about what is happening. She said she believes there is an agenda somewhere and what the Queensborough and the surrounding area need are the involvement of the parents, grandparents, community workers, preachers, teachers, and students to come together in the community in one accord for what is best for the children. Ms. MacAfee explained this can't be done until the school board advises everyone what is going on and when everyone will know whether or not Fair Park will be a K-8 or a high school. She said people have lost hope and informed the board that most of those she is speaking with have lost hope in the school system and asked for the board's help in notifying them on the agenda and the future of Fair Park. She said there are plans to work together to prioritize help in the schools for the children, but there is an educational war in progress and help is needed. Ms. MacAfee admitted that too many years have gone by and deterioration has set in, and she believes the children at Fair Park and the school can be saved, and the board can help keep this school a viable institution in Queensborough.

Mr. Guin asked the superintendent if she is planning to bring a plan to the board to reconstitute or close Fair Park High School and consolidate the student body with BTW? The superintendent answered no sir she is not making this recommendation. She said she has told the people this and she doesn't know what else she can tell them. Mr. Guin stated he hopes this clarifies the confusion. Mrs. Armstrong stated that she believes this is the message that needs to go in the newspaper and the media.

Jim McClure, 1966 Fair Park graduate, shared with the board his opposition, and the opposition of other Fair Park graduates, to what they perceive to be any proposal to change Fair Park. He said they are united in their adamant opposition to Fair Park being anything other than a high school, which is what it has been for 78 years. Whether a misunderstanding, meeting representation, a recommendation, a proposal or a plan, it has become a total distraction to the administration and faculty at Fair Park and their ability to hire qualified persons to fill vacancies at Fair Park. He said it is also a negative impact on the community and they now understand that the matter will be postponed to a later date of December, January or beyond, which will leave everyone hanging and unable to move forward. He said they continue to hear this is only an idea presented by one member of the Focus Committee, and asked, if this is true, that it be removed from all consideration and concentrate on other alternatives. He called upon the superintendent

to publicly state that this recommendation is not valid nor worthy of consideration by the committee or the board and that Fair Park will remain a high school.

Mrs. Armstrong indicated that she has so stated that and maybe we can publicize it.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on the proposed revisions to the Crisis Response Plan and that she never imagined there were so many things that could go wrong in a school. She encouraged the administration to make certain appropriate inservices are in place to train teachers and school employees how to react when unexpected, unfortunate incidents occur. She referenced past situations where they knew exactly what to do because they had a plan and had practiced that plan, but there have also been some schools who did not know, and referenced a situation where a teacher was asked to go back into a school and look for bombs. Ms. Lansdale also asked administration when will the Discipline Review Committee meet as there are schools almost on a daily basis that are not following the Discipline Plan or the laws within the State of Louisiana in accordance with administering discipline, as well as some schools using their own discipline referral form that has not been approved by the board as is prescribed in state law. She asked that the association be informed when this committee is scheduled to meet.

Mrs. Hardy asked the superintendent to check on any plans to redo or replace any of the chairs in the auditorium at J. S. Clark Middle School. The superintendent responded she will follow up with staff as the principal usually will tell staff about things that need to be done on their campus.

Adjournment. *Mrs. May moved, seconded by Mr. Burton, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 7:05 p.m.*

November 16, 2006

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Thursday, November 16, 2006 with President Ginger Armstrong presiding and the following school board members present being a quorum: Phillip Guin (arrived at approximately 4:53 p.m.), Eursla D. Hardy (arrived at approximately 4:37 p.m.), Willie Burton, Charlotte Crawley, Lola May, Tammy Phelps, Lillian Priest (arrived at approximately 4:40 p.m.), Bonita Crawford (arrived at approximately 4:42 p.m.), Barry Rachal, Larry Ramsey and Willie Henderson. Also present were Secretary Ollie S. Tyler and Legal Counsel Reginald Abrams. The invocation and Pledge of Allegiance were given by Barry Rachal.

CONSIDERATION OF MINUTES OF THE OCTOBER 16, 2006 COMMITTEE OF THE WHOLE MEETING AND THE OCTOBER 19, 2006 AND NOVEMBER 7, 2006 CPSB MEETINGS

Mr. Burton moved, seconded by Mrs. May, to approve the minutes of the October 16, 2006 Committee of the Whole meeting and the October 19, 2006 and November 7, 2006 CPSB meetings as submitted in the mailout. Vote on the motion carried.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

President Armstrong proposed that agenda items 9-19 be classified as the consent agenda.

SPECIAL RECOGNITIONS/PRESENTATIONS

On behalf of the CPSB and staff, Burnadine Moss Anderson, executive assistant to the superintendent/communications, made the following special recognitions. The president and superintendent greeted and presented each honoree with a certificate/award for their outstanding accomplishments. Parents, school administrators, staff and other guests also were recognized.

Expo Classroom Makeover. Kristi Wolf, teacher from Caddo Middle Magnet School, was recognized for being the recipient of a \$25,000 classroom makeover, as the result of Ella Wolfe's essay being the grand prize winner over 11,500 entries from across the nation. Miss Wolfe, in her essay, compared Ms. Wolf's colorful teaching abilities to the qualities of an EXPO marker... "always bright, reliable, and helpful when reading." Miss Wolfe will also receive \$1,600 in US Savings Bonds.

Southern Association of Student Councils Conference Outstanding Project Award. The following Herndon Magnet School Student Council members were recognized for representing the Caddo School System at the Southern Association of Student Councils Conference in Knoxville, Tennessee and for winning the award for Outstanding Project Fundraising for their Friday t-shirt fundraiser: Courtland Ellers, President; Collin McDonald, Vice President; Rachel Tippins, Veronica Deschner, Caleb Hogue. These middle school students competed not only against other middle school students, but also against high school students from a 14-state region in the United States.

National Council of Teachers of English Writing Contest. Samantha Greenleaf, senior at C. E. Byrd High School, was recognized for being one of the winners in the National Council of Teachers of English Writing Contest. Mrs. Anderson announced this is the fifth year in a row this honor has come to C. E. Byrd High School.

National Merit Scholarship Program. The following students were recognized as the 2007 National Merit Scholarship Semi-finalists: Jamie Burke and Elizabeth Haynie, C. E. Byrd High School; Katherine Gayle, Gregory Angle, Madison Beasley, Clara Caruthers, Jack R. Delo, Brittany Holt, Matthew Howell, Huang Huang, Katie Johnston, Dorothy Vaughan, and Kelsey Odom, Caddo Magnet High School. Mrs. Anderson announced these semi-finalists are now eligible to advance as finalists for Merit Scholarships.

The following students were recognized for exhibiting outstanding academic performance and being named 2007 National Merit Commended students: Noah Baker, Creighton Boggs and

Emily Slack, C. E. Byrd High School; and Caddo Magnet High School students Claire Allison, Steven Bailey, Earl Cummings, Lela Durci, Michael Payne, George Smith; and Jared Williams, Captain Shreve High School.

Anthony Mitchell II, C. E. Byrd High School, was recognized as a semifinalist in the National Achievement Scholarship Program for Outstanding African-American Students. This activity is a privately financed award created specifically to honor academically promising high school African American students to increase their opportunities for higher education.

Queen Smith Award for Commitment to Education. Monica Jenkins-Moore, principal of Linwood Middle School, was recognized as the 2006 Annual Queen Smith Award winner for commitment to urban education. Mrs. Anderson announced this award is sponsored by the Council of Great City Schools and Mrs. Jenkins-Moore received \$2,000, a plaque honoring her contributions to urban education, and airline and lodging to attend the conference in San Diego, California last month.

Teacher of the Year Finalists. Randy Smith, teacher at Caddo Middle Magnet School, was recognized as the 2006-2007 Caddo Parish Public Schools Middle School Teacher of the Year. Mr. Smith has also been named the Regional Middle School winner. Misty Davis, Southwood High School, was recognized as the 2006-2007 Caddo Parish High School Teacher of the Year.

High School Principal of the Year. Ken Wood, principal of Southwood High School, was recognized as Caddo's High School Principal of the Year. Mrs. Anderson announced that Mr. Wood and Mike Irvin have also been selected as the regional high school and elementary principals of the year.

Alliance for Education "Walk for Education". Scott Hughes, executive director of the Alliance for Education, stated that each year the Alliance partners with three local school systems in the fall to put on the "Walk for Education". He reported the results of this year's walk totaled \$113,700, \$26,000 of which was donated by sponsors to help offset costs, and \$38,864 was raised by Caddo Parish students. He announced this is \$12,000 over last year's amount, and a check in the amount of \$38,864 has been submitted to Caddo Schools.

VISITORS

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on matters of concern of the Federation and also recognized Mike Roy's return. She shared with the board that interest is intensifying over the anticipation of a \$500 pay supplement before Christmas as mentioned in the August board meeting. She said surrounding districts have plans to do something for their employees at Christmas and Caddo employees are waiting to hear if what was heard last August will be realized.

Scott Hughes, executive director of the Alliance for Education, congratulated the district on all the good things that are happening and have happened over the past year, i.e. (1) response to the hurricane by taking in over 5,000 additional students, (2) the renewal of the salary millage for teachers and all personnel, (3) celebration of many employees of the year (principals, teachers and students), and (4) district performance. He referenced an editorial in today's paper relative to district performance and statistics and that as he has reviewed the scores and statistics, he believes the district is headed in the right direction and the Alliance looks forward to continue to work with Caddo Schools in the future.

Cedric Choyce, president of the Caddo Association of Educators, shared that many employees have called thinking a Christmas bonus was approved and asked the board to consider giving the employees a \$500 Christmas bonus.

CONFIRM THE CONSENT AGENDA

Mr. Burton moved, seconded by Mrs. May, to approve the consent agenda as presented. Vote on the motion carried unanimously. The superintendent summarized the board's action and the following items categorized as the consent agenda.

Agenda Item No. 9 A., B., and C.

Personnel Recommendations. Per request from the superintendent, Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following personnel appointment as recommended by the superintendent and approved by the board: Mr. Aldon Kelly, assistant principal of administration at North Caddo High School. This appointment will receive the appropriate salary as reflected by the Caddo Parish School Board Salary Schedule applicable to the position to which he was appointed.

Requests for Leaves. The following requests for leaves were approved as recommended by staff and included in the mailout.

Certified

Sabbatical (Study), Spring Semester of 2006-2007 SY

Lisa Oliver, Teacher, Caddo Middle Career & Technology School, 7 years

Candy West, Teacher, Hillsdale Elementary School, 3 years

Sonja West, Librarian, C. E. Byrd High School, 3 years

Catastrophic Illness, September 25 (noon) – November 6, 2006, (30 days)

Tracee Chandler, Teacher, Judson Fundamental Elementary, 12 years

Catastrophic Illness, October 3-12, 2006, (8 days)

David Eschenfelder, Teacher, Broadmoor Middle Lab School, 4 years

Leave Without Pay, November 17 – May 21, 2007

Charlita Hayes, Teacher, Eighty-First Street ECE, 1 year

Classified

Leave Without Pay, November 8, 2006 – May 18, 2007

Sherilyn Hudson, Teacher Aide, Arthur Circle, 8 years

Other (Hiring, Assignment Changes, Separations & Resignations). The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of September 26 – October 25, 2006 as recommended by staff and included in the mailout.

Agenda Item No. 10 A. and B.

Bids. The board approved the following bids as recommended by staff and included in the mailout on the bid tabulation sheets: (1) Science Supplies and Equipment – Fisher Science Education for a 29½% discount, (2) Art Supplies and Equipment – Sax Arts & Crafts for a 28% discount, (3) Football Helmet Reconditioning – Riddell/All American for unit base price of \$1.95 per helmet, (4) Printer Supplies – Smith Office Supply Company totaling \$27,305.81, (5) Computer Software CCV Software Inc. of \$20.00 per unit; Learning Services of \$14.83 per unit and Academic Superstore of \$15.93 per unit. A copy of the bid tabulation sheets are filed in the official papers of the board.

Bids (Capital Projects/Construction). The board approved the bid of United Enterprises with a Base Bid for the sum total of \$119,000 for Project 2007-200C “Youree Drive T-Building Relocation” as recommended by staff and included in the mailout. A copy of the bid tabulation sheet is filed in the official papers of the board.

Agenda Item No. 11

Agreement with Shreveport Communications for Radio Tower Service. The board approved the agreement with Shreveport Communications for radio tower service as recommended by staff and included in the mailout.

Agenda Item No. 12

Revised Crisis Response Plan. The board approved the proposed revised crisis response plan as recommended by staff and included in the mailout.

Agenda Item No. 13

2007-2008 Recommended Capital Projects and Budget. The board approved the proposed 2007-2008 recommended capital projects and budget as recommended by staff and included in the mailout. The projects approved total \$18,000,000 and are listed in the official record of the board.

Agenda Item No. 14

2007-2008 District Master Technology Plan Extension. The board approved the proposed 2007-2008 District Master Technology Plan Extension as recommended by staff and included in the mailout.

Agenda Item No. 15

Additional Inclusion Teacher at Shreveport Job Corps. The board approved an additional inclusion teacher to serve the increasing population of special education students at Shreveport Job Corps as recommended by staff and included in the mailout. This position is funded through the General Fund.

Agenda Item No. 16

Grants. The board approved the Take One! grant application and the ARTBREAK 2007 Very Special Arts grant application as presented by staff in the mailout. The Take One! grant funding of \$10,000 will provide a cohort of five candidates from Linwood Middle School (principal and 4 classroom teachers) with support as they prepare to begin the National Board Certification process. The ARTBREAK 2007 Very Special Arts grant will provide Third Grade Days, hands-on, multi-disciplinary art activities which will teach students and instructors that the Arts are a critical component of every child's education, demonstrating how the Arts are important for understanding core subjects such as Math, Social Studies, Language Arts and Science.

Agenda Item No. 17

Special Education Interagency Agreements. The board approved the special education interagency agreements as recommended by staff and included in the mailout. The interagency agreements make it possible for the Caddo Parish Special Education Department to offer required services to students with disabilities residing in the parish.

Agenda Item No. 18

Proposed Revision to CPSB Policy JECC. The board approved the proposed revisions to CPSB Policy JECC – Assignment of Students to Schools as recommended by staff and included in the mailout.

Agenda Item No. 19

Revision to CPSB Policy JO (Student Records). The board approved the proposed revisions to CPSB Policy JO – Student Records as recommended by legal counsel and as included in the mailout. The proposed revisions are in compliance with the Family Educational Rights and Privacy Act (FERPA) regarding the disclosure of directory information and what the Caddo Parish School Board declares is directory information.

SUPERINTENDENT'S REPORT

Update on CPSB Construction Projects. The superintendent reported that this update was sent to the board via the *Weekly Briefing*.

Feeder Pattern Proposal for Booker T. Washington High School. Mrs. Tyler reported the Focus Group continues to meet.

Draft Policy that Requires CPSB to Report Truancy to State Agencies. The superintendent stated the board attorney is working on this request.

Information on Study to Extend School Days. The superintendent reported that the committee continues to address this request.

Report on Requests from High School Band Directors for Equipment, etc. Mrs. Tyler reported that information was provided to the board on November 7th and 10th.

Review/Comparison of Employee/Teacher Salaries/Benefits. The superintendent reported that staff is working on this request to bring something to the board in January.

Plan to Hire Additional Nurses. Mrs. Tyler announced that a response was provided at board members' stations in addition to being placed in the *Weekly Briefing*.

District Academic Plan. Mrs. Tyler announced this was sent to the board in the *Weekly Briefing*.

UNFINISHED BUSINESS

Ms. Phelps asked about the status of her request regarding the bid process for the School Away building on 79th Street. Mr. Lavergne responded staff continues to address this request, but it is taking longer because of the many issues with this building. Steve White, director of capital projects/construction, due to the possible sale of this building to an interested party, he was asked to look at possible asbestos and mold in that building. He reported we have contracted with Alltec Environmental to look at what needs to be corrected or what a third party would need to be made aware of prior to any sale transaction. Mr. White reported he has the initial copy of the report, but he is waiting on several other copies to go through the chain of command and ultimately to the board. Mr. Rachal asked if there is an offer to purchase this property? Ms. Phelps explained she requested the process because of interest in the property.

Regarding her request of the superintendent to look into a \$500 Christmas bonus, Mrs. Armstrong explained she has talked with the superintendent and the approximate cost would be \$4 million for all personnel. Mrs. Armstrong stated she recommended to the superintendent that we use this as a lump sum. Mr. Burton called for a point of order that this should be addressed under *Announcements and Requests*.

ANNOUNCEMENTS AND REQUESTS

Mr. Ramsey asked about the status of repairing the collapsed inside bus lane loop at Southern Hills Elementary? Tommy Smith, director of maintenance, reported a contractor is lined up to remove the collapsed panel, determine if there are any leaks, etc. and repair the panel before school resumes after the Thanksgiving holidays. Mr. Ramsey also noted the need for a wheelchair ramp. Mr. Smith responded they will talk to the principal and address this need.

Mr. Rachal asked about the calendar surveys and if he could find out additional information on legislation passed in Texas that governs the start times.

Mr. Rachal stated the wellness survey is a great survey, but asked for clarification on the purpose of this survey. Mrs. Tyler responded that information was sent to the board via the *Weekly Briefing* on this. Mr. Rachal asked if there is something planned for the results of this survey? Mrs. Tyler stated this also was in the *Weekly Briefing* but she will again provide the information for clarification.

Mr. Rachal also asked about the Weekly Fill Rate information sent to the board and the possibility of receiving this information only once a month or quarter with more detailed information.

Mr. Guin stated he knows there has been a lot of discussion and he understands Mrs. Tyler has been looking at different possibilities relative to pay raises for next year that will enable Caddo to again be competitive with Caddo's neighbors at the starting pay scale as well as throughout the pay scale and asked the superintendent to look at the one time type payments included in salary but distributed at a different time. He asked, if possible, that the superintendent bring something for the board to look at in December.

Mrs. Crawford asked staff to share with her if there are special requirements for aides that take care of children with special needs, i.e diaper changes, etc. Mrs. Tyler said there are and she will send that information to the board.

Mrs. Crawford asked if the numbers on the substitute teacher report indicate the actual teachers absent that week or is it one teacher who is out five days and it is counted five times, is it absolute numbers or is it teacher days? Dr. Robinson said she would need to look at the report because it's possible to give both numbers – an absolute number or a number of the same teacher being absent three or four times. Mrs. Crawford said she understands it could be either way, but when she looks at the number, she only wants to know if she is looking at an absolute number or teacher days. Dr. Robinson indicated she will check into this request and provide a response.

Mr. Henderson announced the LSBA is in the process of conducting a search to replace Freddie Whitford who will retire in 2007. He explained the plan is to accept applications through November 29th and possibly make a decision by December 15th. Mr. Henderson asked board members to encourage anyone they believe is interested in this position to apply.

Mrs. Crawley asked when looking at next year's budget for staff to research the possibility of increasing our principal's work schedule, as well as their salary, to 12 months. She said she has heard other school systems do this; and while most of our principals do not work year round, she understands that because of scheduling, etc., our high school principals basically do work year round, and believes we need to look at making this legitimate.

Mrs. Crawley asked that a new fence at South Highlands Elementary be put on the December agenda.

Mrs. Crawley announced that she and other board members received a letter from either the PTA or Alumni at C. E. Byrd High School regarding acquiring land and they are making huge contributions toward this endeavor and asked the superintendent how this process can be moved forward. The superintendent responded staff has begun working on this and upon receipt of information needed to begin negotiations, she will bring the details to the board.

Mrs. Crawley commended the superintendent and staff for their efforts in staffing the kindergarten classes.

Mrs. Crawley also stated she received calls from employees who felt undue pressure to contribute to a charity; and while we do want to encourage individuals to do so, she has a specific situation she would like the superintendent to check into.

Mr. Burton asked Steve White to again look at the property next to West Shreveport for parking needs.

President Armstrong explained that regarding her request of the superintendent to look at a possible \$500 Christmas bonus for all employees, she discussed this with the superintendent, and Mrs. Tyler said if this \$4 million could be put with other monies that will come in next year, she would prefer giving a permanent pay raise. Mrs. Armstrong also explained she asked the superintendent that any permanent pay raise the board may look at in the next calendar year, to look at maybe splitting it between a December 1st check and possibly one in the summer, which would be two lump sum checks at critical times for employees, and the superintendent has agreed to look at this possibility.

Mrs. Crawley requested that the president, or possibly a committee, look at the evaluation form as she does not believe it is a practical tool.

EXECUTIVE SESSION

Student Readmission Appeal. *Mr. Guin moved, seconded by Mrs. Hardy, to accept staff's recommendation concerning the readmission appeal of the student with initials M.E. Vote on the motion carried unanimously.*

Litigation Update, Re: W. R. Grace, No. 01-01139. Legal counsel announced it has been postponed until January.

Superintendent's Evaluation. *Mr. Guin moved, seconded by Mrs. Hardy, to go into executive session for up to 30 minutes for the superintendent's evaluation. Vote on the motion carried unanimously and following a five-minute recess, the board went into executive session at approximately 5:45 p.m. The board reconvened into open session at approximately 6:55 p.m.*

Mr. Ramsey moved, seconded by Mr. Guin, to add a comment or statement on both evaluation forms presented to the board tonight to simply say that the superintendent has done much more than a satisfactory job in Categories I through VII and the public, the community, the teachers, and the board members appreciate the job and service the superintendent has done. Mr. Burton asked the maker of the motion to amend the motion to include that "Satisfactory" is the highest rating and Mr. Ramsey was in agreement.

Mr. Ramsey stated that based on the comments he has heard, he believes this is an accurate statement and it sums up the evaluation process. *Mr. Guin asked Mr. Ramsey if he would include in his motion acceptance of the evaluation and Mr. Ramsey was in agreement.*

Vote on the motion as amended carried unanimously.

Mr. Guin moved, seconded by Ms. Priest, that in accordance with Paragraphs V and VI of the superintendent's contract, that the superintendent be awarded (1) a performance bonus of \$10,000, and (2) an annual salary increase of 5% effective December 1, 2006 which the superintendent may designate any portion thereof in a tax deferred annuity program in accordance with appropriate policies and procedures of the board.

Mr. Guin stated he was given information before going into executive session which will help the board in making determinations whereby pay raises for next year are concerned, where Caddo ranks in starting salary, etc. in the state, as well as where Caddo ranks in pay for the superintendent. He added Caddo is the second largest school district in Louisiana and ranks seventh in superintendent salary, and since this is Mrs. Tyler's third year as superintendent and we have not addressed her salary relative to an increase in the three years, he believes she is more than deserving of it. He also said he believes the board is very appreciative of the awards, etc. she has received this year and it is warranted.

Ms. Priest complimented and commended the superintendent and the district on the goals and objectives that have been accomplished this past school year as well as the achievement of being named Superintendent of the Year. She said when someone does a good job, it is imperative that we reward individuals for their performance, and also congratulated the entire system for its performance.

Vote on the motion carried unanimously.

Mr. Burton moved, seconded by Mrs. Hardy, that any comments made regarding the superintendent's evaluation in open session be stricken from the record. Vote on the motion carried unanimously with Mrs. Crawford absent for the vote.

Adjournment. *Ms. Phelps moved, seconded by Mr. Burton, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 7:05 p.m.*

Ollie S. Tyler, Secretary

Ginger Armstrong, President

December 5, 2006

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 6:17 p.m. (immediately following the Executive Committee/Board Work Session) on Tuesday, December 5, 2006 with President Ginger Armstrong presiding and the following school board members present being a quorum: Eursla D. Hardy, Willie Burton, Charlotte Crawley, Lola May, Tammy T. Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey and Willie Henderson. Mrs. Armstrong announced that Mr. Guin is out of town. Also present were Secretary Ollie S. Tyler, and Reginald Abrams, legal counsel. The invocation and Pledge of Allegiance were omitted.

PERSONNEL RECOMMENDATION(S)

Mr. Burton moved, seconded by Mrs. May, for approval of the personnel recommendation as recommended by staff and included in the mailout. Vote on the motion carried with Board member Phelps opposed and Board members Hardy, Burton, Crawley, May, Priest, Crawford, Rachal, Ramsey, Armstrong and Henderson supporting the motion. Mary Nash Robinson, assistant superintendent of human resources, introduced the following appointment approved by the CPSB: (1) Lisa Tuminello, 504 Specialist. This appointment will receive the appropriate salary as reflected by the Caddo Parish School Board salary schedule applicable to the position to which she was appointed. Administrators, family and other guests present also were recognized.

PROPOSED CHANGES TO CPSB TEST SECURITY POLICY

Mr. Burton moved, seconded by Mr. Ramsey/Mrs. Hardy, to approve the proposed changes to the CPSB Test Security Policy, as recommended by staff and included in the mailout. Vote on the motion carried unanimously.

EXECUTIVE SESSION

Student Readmission Appeals. *Mr. Burton moved, seconded by Mr. Ramsey, to accept staff's recommendation for the readmittance of the students with initials A.B. and J.D. as recommended by staff and included in the mailout. Vote on the motion carried unanimously.*

Legal Update: Martha Lynch vs. CPSB, et al, First Judicial District Court, Caddo Parish, Suit No. 484,987-C. *Mrs. May moved, seconded by Mr. Burton, to go into executive session for up to 10 minutes for the purpose of a legal update. Vote on the motion carried and the board went into executive session at approximately 6:23 p.m. The board reconvened into open session at approximately 6:30 p.m. and Mr. Burton moved, seconded by Mrs. May, to approve a \$60,000 settlement with Martha Lynch v. CPSB, et al. Vote on the motion carried unanimously.*

Adjournment. *Mrs. May moved, seconded by Ms. Priest and Mr. Burton, for adjournment. Vote on the motion carried unanimously and the meeting adjourned at approximately 6:35 p.m.*

Ollie S. Tyler, Secretary

Ginger Armstrong, President

December 5, 2006

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at 4:30 p.m. on Tuesday, December 5, 2006, with President Ginger Armstrong presiding and Lola B. May and Willie D. Burton present being a quorum. Other school board members present were Eursla D. Hardy, Charlotte Crawley, Tammy Phelps, Lillian Priest, Bonita Crawford (arrived at approximately 4:55 p.m.), Barry Rachal, Larry Ramsey, and Willie Henderson. Also present were Secretary Ollie S. Tyler, Legal Counsel Reginald Abrams, staff and other visitors. Mrs. Hardy gave the invocation and led in the Pledge of Allegiance.

PRESENTATIONS

General Motors Presentation Regarding Tax Exemption. Dave Gibbens, plant manager, Shreveport Plant, introduced Morgan Johnson, president of the UAW, Bob Brown, UAW, and Troy Kennedy, regional tax staff, and shared with the board a powerpoint presentation on General Motors' history in Shreveport and a proposal for the General Motors Plant in Shreveport and what they are requesting of the School Board as a part of the proposal. Mr. Gibbens stated the request of the School Board is a sales and use tax exemption for the purchase of capital equipment, and explained that it will be a part of their proposal to secure a new truck line, which will be the fifth in the Shreveport facility. Mr. Gibbens highlighted the statistics of the Shreveport plant including the size, employment, the investment over the past five years of approximately \$1½ billion, the various vehicles manufactured at this plant since it began in Shreveport, the number of suppliers that support their manufacturing system and have relocated to Shreveport in the past five years, participation in the local community through charitable contributions, payroll taxes they pay to the community, etc. Mr. Gibbens further reported they are in the process of developing the business case to secure a proposed new truck line for Shreveport, which would be a total investment of approximately \$170 million, of which \$73 million would be invested locally in the Shreveport plant. He also explained that economic development incentives are very important and in building this proposal, they are asking the Caddo Parish School Board, as well as other local taxing entities, to help support this case by approving an exemption to the sales and use taxes for the procurement of equipment capital machinery. Mr. Gibbens reported that the parish commissioners and the sheriff's office have passed an ordinance exempting the future purchases of motor vehicle manufacturer's machinery equipment from the local sales and use tax beginning January 1, 2007, which would be about \$50 million. Mr. Gibbens also reported that the savings to General Motors would total approximately \$1.7 million, and the very positive relationship General Motors has with the local community will send a very strong signal to the corporate offices in Detroit and set the stage for continued future investment in the Shreveport manufacturing plant. Mr. Gibbens expressed to the board members appreciation for the opportunity to make this presentation and for their consideration of the proposed resolution.

Barry Rachal thanked General Motors for their commitment to the community and to the school system. Mr. Rachal asked about the timeframe to accomplish this request and if they are asking for the board to consider this request before the end of 2006? Mr. Gibbens responded if it is feasible and works with the board's meeting schedule. Mr. Rachal requested this item be placed on the December board agenda.

DIBELS Update: Assistant Superintendent Wanda Gunn introduced Donna Baker, elementary director, Dr. Karen Eason, supervisor of English/Language Arts for elementary, Dr. Carolyn Gore, content leader for Reading First Schools, Judy Freeman, lead content coach for DIBELS waiver schools, and Angela McCoy, lead content coach for Reading Excellence Schools. Dr. Gore shared an update on DIBELS (Dynamic Indicators of Basic Early Literacy Skills), the assessment for kindergarten through third grade used in 23 of Caddo schools and began her presentation by clarifying the use of DIBELS in Caddo's schools. She said this program contains three standardized individually administered measures that will allow the students' reading skills to be assessed and correspond to the five critical elements of reading instruction. Dr. Gore said DIBELS provides, in addition to a score, a quantitative and qualitative assessment where a student's progress can be tracked, their errors can be analyzed, their progress of skill acquisition monitored. Dr. Gore also said progress can be evaluated at the individual, class, school and district levels. She added that DIBELS also allows them to assess accuracy and fluency with each measure used. She reported there are multiple forms of DIBELS to allow

teachers to use the tool frequently to monitor progress. Dr. Gore said it is also a way to determine if a school performs better this year than last year, to ask if the core curriculum is working, and how to match instructional resources to students' individual educational needs. Dr. Gore also highlighted specific development methods used with DIBELS and how progress is monitored at each grade level. Training for teachers in the DIBELS program was also highlighted which includes state mandated training before being allowed to administer DIBELS, shadowing, and intervention training, of which Caddo has four qualified trainers.

Dr. Gore explained that the assessment teams are made up of reading coaches, reading interventionists, instructional coordinators from the school, counselors, speech therapists, pupil appraisal staff and some classroom teachers with guidance from the state department. A data comparison from the Fall of 2005 to the Fall of 2006 was shared with the board members. Dr. Gore stated that the goal is to have most of the students at benchmark, and it is pleasing to see the progress made at all four grade levels. Since DIBELS is the assessment used to guide the use of the Three-tier Reading model so we can better serve the needs of the children, she said it is also a prevention model designed to meet the instructional needs of all young learners and to identify struggling readers before they fall behind. She said it also provides struggling readers with support throughout the first four years of schooling, and highlighted the steps of each tier level. Dr. Gore said it is the goal to provide better instruction for the children earlier which is being done through the DIBELS program.

Mrs. Crawley asked about the retaining of appropriate, trained personnel and if all the teachers are involved in the testing? Dr. Gore explained that the state does not allow a classroom teacher to test her own students, however, there are some classroom teachers involved in the assessment process. Mrs. Crawley asked if this is volunteer? Dr. Gore stated she believes if a teacher does not want to be on the team, she can ask to be released, and they attempt to use as many non-classroom people as possible. Mrs. Crawley also said she has heard one of the biggest problems is retaining the teachers who are trained in DIBELS? Dr. Gore said we have teacher mobility within all the Caddo schools. Mrs. Crawley indicated that because of teacher turnover in the schools in this area, it has caused a problem since those teachers have been trained. Mrs. Gunn noted that Carolyn Gore is the lead trainer in the state. Dr. Gore further explained that the state requires them to train all teachers in all the Reading First schools, and even though they are all trained in DIBELS, they all do not have to perform the task. Dr. Gore further stated that the DIBELS data is being used to guide the instruction and believes the more the teachers understand about DIBELS, the better they will be able to use that information in their classroom instruction.

Mrs. Tyler indicated that the turnover rate is higher in the high priority schools. Mrs. Crawley asked if we have a monetary incentive in these schools? Mrs. Tyler responded there is not, and that while DIBELS is not presently mandated, the state is looking to mandate that all schools use DIBELS, and the superintendents fought implementing this in the 07-08 school year because the resources are not there. She explained there is a proposal already submitted to BESE that says the state will pay for the testing per student and will supply the materials to do the testing, but cannot pay for the reading interventionist, etc. to support the classroom teacher. Mrs. Tyler also shared with the board comments teachers have shared with her and that they did not like it at first, but now believe it is the best program for the boys and girls.

Mr. Henderson asked Dr. Gore about using DIBELS to improve reading instruction and if there are any additional indicators to know whether or not the objective is being achieved, i.e. is there any connection between DIBELS and the School Performance Scores? Dr. Gore responded she doesn't know if there are any "causes or effects" to report since DIBELS is so new; however, when the students reach 4th grade, they will know more of how it has helped the students. She did add that there are preliminary teacher reports that as children are entering first grade from kindergarten, the first graders are stronger, and the first graders going into second grade are stronger. Mr. Henderson asked the superintendent about her statement to caution the state department about moving in this direction as early as next year and that it seems like a good idea and that when he looks at reading content coaches, reading interventionists, coordinators, counselors, pupil appraisal staff and teachers dedicated to the program, he believes this is quite a lot of resources and he believes it would be wise to know as much as possible before embarking on something that could involve much more of our resources. He asked if this is not the program introduced some time ago and the discussion was it was a vehicle to gauge much of the progress? Dr. Gore said that is correct and she believes it is making progress even though at this time she

does not have hard figures. She said they have looked at the number of referrals for special education services and the staff has a goal of reducing these numbers because if we are able to catch the students who are struggling earlier, the staff will better be able to assist them. She said it also provides a mechanism to have conversation among the speech therapists and the student. Mr. Henderson asked Dr. Gore about not having the kindergarten students into the cycle and will it be approximately four years before we know results? Dr. Gore responded it will be two years, as the kindergarteners when the program began will be in 4th grade. Mr. Henderson said he understands this is not a new program and asked about the broadness of the program? Dr. Gore said it is nationwide. Mr. Henderson asked about the reports? Dr. Gore explained there are many people happy with the program and those that are not happy with it; and she believes those that are unhappy with it are so because of misunderstanding of DIBELS data and that is why the state is focusing on providing the correct training and using the data as it should be used. Mr. Henderson said the greatest challenge, in his opinion, is student achievement and teaching children to read; and he believes this program should be monitored to the point if we feel it's working, the board should be willing to provide the resources needed, and if it is not, to be willing to do something else.

School Plant/Maintenance. Richard Lavergne, assistant superintendent of support services, in the absence of Tommy Smith, introduced a power point presentation, narrated by Tommy Smith, on Plant Maintenance, which is the Caddo Parish Public Schools Department that helps maintain the structure and beauty of Caddo's schools. The power point presentation highlighted the various areas of plant maintenance including 493 custodial employees, 145 maintenance employees, mechanical/electrical, plumbing, carpentry, painting/carpet cleaning, labor/grounds, compliance, and the responsibilities of each area. He noted that this department received 22,379 work orders for the 2005-06 school year and completed 22,571 work orders. While the department began with a backlog of 1,134 work orders, it ended the year with 797 work orders. He added that directors and supervisory employees conducted 1,749 site visits to ensure that work orders were completed in an efficient manner. Mr. Smith also reported that the first quarter of the 2006-2007 school year, the department received 6,759 work orders and completed 6,404 for a 95% completion rate. David VanDyke, maintenance supervisor, Marcus Hampton, custodial supervisor, and Nathaniel Johnson, assistant custodial supervisor were introduced. Also introduced were Robert Berry, electrical HVAC foreman; Larry Johnson, plumbing foreman, Steve Umling, carpentry foreman; Lorris Wiggins, labor and grounds foreman; and Patricia Byrd, compliance coordinator, as well as the following members of the office staff: Linda Salone, executive secretary; Jon Glover, secretary II; and Kristen Brown, secretary I.

SuperWalk with the Superintendent. Wanda Gunn, assistant superintendent of academic affairs, announced that on Thursday, December 7th, from 5-7 p.m. at Lee Hedges Stadium, Caddo will kick off the healthy school initiative. She stated that all the schools will be represented as well as community medical partners and the general public is invited to attend. Mrs. Gunn explained the outline of the program for the Super Walk. Mrs. Anderson announced this is a community effort co-sponsored by a number of community entities, i.e, Willis Knighton Health Systems, Christus Schumpert Health Systems, David Raines Health Center, Sportspectrum, American Red Cross, LSU Ag Center 4-H and the YMCA. Gary Lash, executive director of the YMCA, shared with each board member a tshirt to wear. She reported there are 14 communities in the country selected to focus on replicating healthy community models selected by Congress and the Center for Disease Control and one of them is the Y in Shreveport. Mrs. Anderson explained that the first 100 participants will receive free tshirts and pedometers and invited all to attend and be a part of this event.

EXECUTIVE COMMITTEE – ESTABLISH AGENDA FOR THE DECEMBER 19, 2006 CPSB MEETING

Superintendent Tyler highlighted the proposed agenda items for the December 19, 2006 Caddo Parish School Board meeting and the following discussion ensued.

Bids. Ms. Phelps thanked staff for the information provided and asked for additional information on the bidding process for making a bid or an offer on the 79th Street building. Mr. White explained that this information was provided in the executive summary which states this would need to go to the board and the board would have to determine how it wishes to dispose of the property. He said the board would have to decide if it wishes to first clean up the property

and then sell it at a higher price or make full disclosure and sell the property as is where it would become the liability of the next purchaser. Ms. Phelps asked if there are any figures on the property? Mr. White said he has not worked up any estimates on cost of doing the asbestos abatement and the mold remediation on this particular piece of property, and if the board wishes, he will pursue getting these figures.

Mrs. Tyler also explained that in order to actually get the price for cleanup, we would have to hire someone to go in and the board would have to approve this. Mr. White said we would actually have to make a bid process on the cleanup because there are several firms who would bid on the asbestos abatement and also on the mold remediation and both packages would have to be submitted to the board for approval. Ms. Phelps asked if there is not a price on the property "as is"? Mr. White responded no as there would be a need to have an appraisal.

Mr. Abrams explained there are some consequences associated with "as is", but with a good disclosure. Mr. White reported there is quite a bit of asbestos and not necessarily in a "friable" condition which would mandate immediate removal and also, due to a continuous roof leak, the building has a mold contamination problem which must be resolved. Mr. Abrams indicated he will look into this issue further by contacting John Madison. He also added his main concern is this is not contamination of the soil where you may have a continuing liability issue, but is one that can be disclosed and probably limited. Ms. Phelps indicated she is only attempting to get as much information as possible to present to the party. Mr. Abrams stated an appraisal is needed and then it would be put out for bid to the highest bidder, assuming we are not going to get a bid and do the remediation ourselves, but "as is". Mrs. Tyler stated that staff will talk to the board as to how it wishes to proceed and bring it to the board in that format.

Mr. Rachal suggested that prior to doing anything, the board should first get an appraisal in the "as is" condition and after remediation determine what direction the board wishes to proceed. Regarding "immediate removal", he asked Mr. White if that's something we may have to follow through on? Mr. White responded that there is no asbestos exposed to the atmosphere and everything remains encapsulated.

Ms. Phelps asked staff if it is correct that Caddo Middle Career and Technology will be in the HVAC pool in 2008 for the gymnasium and auditorium? Mr. White responded the board, at this time, has only approved the project for the upcoming year, and putting it in the pool for 2008 is beyond his control. He further explained there is a Citizens Committee and staff (his department) submits recommendations to this group for consideration and it is the board-appointed Citizens Committee that brings the recommendations to the board. He said the list is not what staff recommends; but is only a list by age that when asked by the committee for assistance, he provides that information for their consideration. Ms. Phelps reminded everyone there is no air in the auditorium or gymnasium and that when the committee is considering projects for 2008 (summer)-2009 school year, she will be requesting that this issue be considered.

Ms. Phelps also asked about the security lights project at Woodlawn for next year? Mr. White stated he doesn't remember this information without the report to refer to. Ms. Phelps responded she would call Mr. White.

Ms. Phelps asked about the history on the Fairfield Library she requested? The superintendent announced this information is at board members' stations.

Resolution Authorizing Advertising for Sealed Bids for the Purchase of \$20,000,000 in General Obligation Bonds. The superintendent explained this item addresses the continuation of the 2004 bond renewal.

Resolution Requesting Louisiana State Mineral Board to Grant an Oil, Gas and Mineral Lease on the South Half of S14, T18N, R16W Property. Mr. Rachal asked for further explanation of this item. Mr. Lavergne explained the property is the Carver property, to the east side. Mr. Rachal inquired of staff who the owners of Winchester Production Company might be. Mr. Abrams explained he can look at this item and report back; however, if he is not mistaken, this is one that has been on the books for approximately 1 to 1½ years and that Bossier had some issues dealing with it as well and it was handled by John Madison. He reported he will talk with

Mr. Madison as he understands this company is attempting to develop the entire area. Mrs. Tyler stated that she will have staff provide some additional information on this item.

Recommendation of Designers for 2007-2008 Capital Projects. Mr. Rachal asked if there are names of designers for the professional services and if he could see a complete list of all who applied and not just who the recommendation might be? Steve White responded that staff is compiling the list and can make the requested information a part of the complete package. Ms. Priest asked that staff provide additional information on the design contractors being recommended and not only list the names and schools, but the compliance as it relates to Opportunity Caddo, WBE and MBE participation.

After-School Leap Remediation. Mrs. Crawford thanked staff for redirecting this issue and including all schools in the remediation. She said she believes it is important that we do all we can for all the schools. Mr. Ramsey asked if this \$405,000 is from the General Fund? Mrs. Tyler responded that is correct and that is the only place the funds can come from since the state cut Caddo by \$400,000 this year. Mrs. Tyler said when this funding was cut, the Title I schools did budgets on after-school tutoring, but it will be necessary to dip into the General Fund to make up the deficit. Mr. Ramsey asked if this is one of the negative variances that Ben Wreyford has talked about? Mrs. Tyler responded that is correct. Mr. Ramsey asked the superintendent if she is aware of any other programs that the board may see something similar happening. Mrs. Tyler indicated that oftentimes we do not know until the reward letters are received from the state about the cuts they are making.

Dual Enrollment. Ms. Phelps stated that regarding the information provided on dual enrollment, she would like the opportunity to sit down and discuss it further with the superintendent.

Pay Scales. Mrs. Crawley asked about information on the supplement Mr. Guin asked about. Mrs. Crawley stated the board received the superintendent's recommendation and asked if she would share that with the employees. Mrs. Tyler explained that this was not her agenda item and she did provide copies of the pay scales to the board. The superintendent further explained that after looking at the money and the status of the district compared to other districts in the state, she placed something in the *Weekly Briefing* and she is also preparing something for the employees. She added that approximately six months ago a one time \$300 supplement was given to all employees and three months ago a 5% pay raise was given to every employee and between these two pay increases, approximately \$6 million has been spent from the General Fund budget. When looking at the districts surrounding Caddo and comparing teacher raises, the staff is proposing another big raise in 2007 so Caddo can be more competitive with them. Mrs. Tyler said if we do not address this, we will either lose our beginning teachers or it will be hard to attract new teachers. The superintendent reported she has talked with the Governor's Office and the policy advisor for the governor on education has shared with her that a raise is probably coming during the special called legislative session; however, if we can save now and put more with it, we will be able to give the employees a bigger raise. Mrs. Tyler explained that the \$500 per employee Christmas bonus will cost the district approximately \$4 million and the board has already spent approximately \$6 million from the General Fund budget that are recurring costs. The superintendent said she believes continuing to save and putting additional monies with any state-funded increase in order to give the employees a bigger raise is the wisest decision at this time and is her recommendation. Mrs. Tyler reminded the board that every time any extra money comes in, it has been given to the employees. Mrs. Crawley stated she knows it's part of their salary in Bossier and DeSoto Parishes when these two districts receive a "13th check". Mrs. Tyler added that President Armstrong has talked with her about the possibility of cutting out a set amount for the employees at Christmas and this can be done and made a part of the permanent pay.

Ms. Phelps announced she remembers President Armstrong stating this to the superintendent at the last meeting, and she is very appalled and disappointed that the individuals who started all the emails and phone calls to the board were at the meeting. She apologized to every employee who phoned her and told them they were given misinformation and read a statement from the minutes relative to the President's request of the superintendent. Ms. Phelps also expressed her appreciation to Cedric Choyce for his leadership and to Carter Bedford and the staff at Woodlawn for sharing accurate information at this school.

Mrs. Armstrong recommended items 9-12 and 14-20 as the consent agenda. Mrs. Armstrong also added an executive session regarding a Legal Update on Jones v. CPSB, et al to the agenda for the 19th. *Mr. Burton moved, seconded by Mrs. May, to approve the agenda and proposed consent agenda for the December 19, 2006 CPSB meeting as presented. Vote on the motion carried unanimously.*

VISITORS

Vera Jones, on behalf of the National Sorority of Phi Delta Kappa, thanked the board for its support of Project Yes, and she invited them to come by Ingersoll and join in their first anniversary celebration. She said during the celebration, the completed assessment will be shared with those in attendance, copies of which have been shared with the board.

Sandi Bozeman, school nurse, addressed the board on a proposed Christmas bonus for Caddo's employees and with Christmas being a hard time of the year, asked the board to please consider awarding all the employees the one time Christmas bonus.

Cleve Arkansas addressed the board on behalf of his co-workers in regard to the Christmas bonus. He said if the board wants to boost morale, and address the high turnover rate with new teachers, to please consider the \$500 Christmas bonus mentioned in a previous meeting and reward the employees. He believes this will build good faith for the employees. He said he is very concerned about those who are less fortunate and many have come to him to say they need and would love to have this money.

Shannon Jett, teacher's aide, addressed the board on the possible pay supplement and how it would have helped her. She thanked the superintendent for coming to Caddo, because had she not, Ms. Jett said she probably would not have a job; however, with three children at home and it taking everything she makes to pay the bills, she doesn't know how she is going to give Christmas to them. Ms. Jett said a pay supplement would have helped her tremendously and asked the board to remember this when weighing the hardships that fall on employees throughout the year. She thanked Mrs. Crawley for answering her email and stated that something would have been better than nothing.

Ken Krefft announced that assistance is available through neighborhood associations and/or community groups whereby schools can take advantage of a resolution passed by the City Council in July 2003 and receive assistance for landscaping, murals, books, supplies, test kits, etc. He explained that if a school's PTA puts up 20% of the total cost of a project/need, the City can multiply that amount by five times and donate it toward that particular project and/or need.

Adjournment. *Mrs. May moved, seconded by Mr. Burton, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 6:17 p.m.*

December 11, 2006

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 4:00 p.m. on Monday, December 11, 2006 with President Ginger Armstrong presiding and the following school board members present being a quorum: Phillip Guin, Eursla D. Hardy, Willie Burton, Lola May, Lillian Priest, Barry Rachal, Larry Ramsey and Willie Henderson. Mrs. Armstrong announced that Mrs. Crawley is tied up with business, Tammy Phelps is serving on Jury Duty, and Mrs. Crawford had an accident. Also present were Secretary Ollie S. Tyler, and Reginald Abrams, legal counsel. The invocation and Pledge of Allegiance were omitted.

VISITORS

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, thanked the board for its support in reminding the legislators of their responsibilities to the schools, the students, and those that serve them. She said the Federation is pleased that it appears that on the 19th, the board will demonstrate its support here at home.

RESOLUTION IN SUPPORT OF PAY RAISES FOR PUBLIC SCHOOL TEACHERS AND SUPPORT PERSONNEL

Ms. Priest moved, seconded by Mrs. Hardy, to approve the following resolution in support of pay raises for public school teachers and support personnel. Ms. Priest said this is an opportunity for the CPSB to assist its employees in receiving a much needed pay increase, and to also let our legislative delegation know the board is concerned about the employees, teachers and support personnel. This is also a way to show we are behind them giving the pay increase across the state. Mr. Guin requested that the resolution be read into the record. The resolution reads as follows:

Resolution of Caddo Parish School Board in Support of Pay Raises For Public School Teachers and Support Personnel

Whereas the Caddo Parish School Board recognizes that the Governor of Louisiana, Kathleen B. Blanco, called a special legislative session which began on Friday, December 8, 2006, regarding various tax cuts and possible pay raises for certain classes of workers within the State of Louisiana; and

Whereas Governor Blanco has reported that there currently is nearly a 1.6 billion dollar budget surplus; and

Whereas the Caddo Parish School Board recognizes that teachers and support personnel throughout the State of Louisiana are in need of a pay raise in order to facilitate the education of the students in the respective parishes; and

Whereas the Caddo Parish School Board recognizes that the employees of the Caddo Parish School Board are deserving, hard working and committed individuals who have supported the goals and objectives of the Caddo Parish School Board even when times were difficult, especially while striving to achieve the goals of No Child Left Behind and while rendering services to students displaced by hurricanes Katrina and Rita during the past year; and

Whereas the Caddo Parish School Board believes a teacher's pay raise will help facilitate the closing of the salary gap, helping it to keep pace with the southern regional average.

NOW THEREFORE BE IT RESOLVED THAT the Caddo Parish School Board hereby supports the governor and state legislators in their efforts to provide pay raises to public school teachers and support personnel throughout the State of Louisiana; and

BE IT FURTHER RESOLVED THAT the Caddo Parish School Board expresses its gratitude and appreciation to Governor Kathleen B. Blanco and the legislators of the State of Louisiana for their consideration and support of pay raises for teachers and support personnel throughout the State of Louisiana.

Vote on the motion carried unanimously.

Adjournment. *Mr. Rachal moved, seconded by Mr. Burton, for adjournment. Vote on the motion carried unanimously and the meeting adjourned at approximately 4:10 p.m.*

Ollie S. Tyler, Secretary

Ginger Armstrong, President

December 19, 2006

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, December 19, 2006 with President Ginger Armstrong presiding and the following school board members present being a quorum: Phillip Guin, Eursla D. Hardy, Willie Burton, Charlotte Crawley, Lola May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey and Willie Henderson. Also present were Secretary Ollie S. Tyler and Legal Counsel Reginald Abrams. The invocation and Pledge of Allegiance were given by Eursla Hardy.

CONSIDERATION OF MINUTES OF THE NOVEMBER 16, 2006, DECEMBER 5, 2006 AND DECEMBER 11, 2006 CPSB MEETINGS

Mr. Burton moved, seconded by Mrs. May, to approve the minutes of the November 16, 2006, December 5, 2006 and December 11, 2006 CPSB meetings as submitted in the mailout. Vote on the motion carried.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

The superintendent highlighted the items on the December 19th agenda and Mrs. Armstrong classified agenda items 9-17 and 19-20 as the consent agenda. *Mr. Burton moved, seconded by Mr. Guin, to suspend the rules to add an item regarding litigation under executive session. Vote on the motion to suspend the rules carried unanimously. Mr. Burton moved, seconded by Mrs. Hardy, to add as No. 3 under Executive Session an item regarding W. R. Grace, No. 01-01139 (jointly administered with 9300, 9302, 9315 and 12405), U.S. Bankruptcy Court, District of Delaware. The vote to add this item carried unanimously.*

SPECIAL RECOGNITIONS/PRESENTATIONS

On behalf of the CPSB and staff, Burnadine Moss Anderson, executive assistant to the superintendent/communications, made the following special recognitions. The president and superintendent greeted and presented each honoree with a certificate/award for their outstanding accomplishments. Parents, school administrators, staff and other guests also were recognized.

Character Education Posters and Essay Winners. Dr. Barzanna White recognized the following students as winners in the Character Education Poster and Essay Contest: Oceasha Batts, Judson Fundamental Magnet, Parishwide Education Art Kindergarten winner; Noah Summers, Arthur Circle, Parishwide Character Education Winner at the 1st Grade; Mya Jones, Arthur Circle, Parishwide Character Education Winner at the 2nd Grade; Briana Harrell, Arthur Circle, Parishwide Character Education (Overall Winner); Bailey Sturdivant, Arthur Circle, Winner at the 4th Grade, Lauren Lee, Turner Elementary/Middle School, 5th Grade Winner, Michael Miller, Herndon Magnet, Overall Middle School Winner in Art; Georgia Buckley, Youree Drive Middle School, 7th Grade Parishwide Winner; Lauren Gieseke, Caddo Middle Magnet, 7th Grade Winner; Victoria McTierman, Northwood High School, 9th Grade Winner; Audra Davis, Caddo Magnet High School, Parishwide Character Education Essay Winner (9th Grade); Tara Brando, Captain Shreve High School, 10th Grade Essay Winner; Morgan Rashall, North Caddo High School, 9th Grade Essay Winner; Lauren Kovalsky, C. E. Byrd High School, Overall High School Essay Winner (9th Grade); and Krystal French, Northwood High School, High School Winner of the National Inclusive Schools Week Competition.

Siemens MST Competition. The following students were recognized as winners in the Siemens MST Competition: Madison Beasley, Taylor Conrad and Maria Huang, all of Caddo Magnet High School.

Louisiana Art Education Association Award Winners. The following teachers/supervisor were recognized as Louisiana Art Education Association Award winners: Erin Willson, Caddo Middle Magnet, Middle School Art Educator for the State of Louisiana for 2007; Judy Ball Johnson, South Highlands Magnet School, National Art Educator for 2007; and Henry Price, Caddo's Art Supervisor, Administrator and Supervisor of the Year.

2006 QSM Grant Winners. The following teachers were recognized for writing and receiving quality science and math grants for this school year: Kendra Renee Pullen, Riverside

Elementary, “That’s Life”; Jay Carscadden, Queensborough Elementary School; “Reading and Rocking”; Jessica Carscadden, Walnut Hill Elementary/Middle; Lynda LeBlanc, E. B. Williams Stoner Hill Elementary, “Math Connecting to Literature”; Karen Porter, E. B. Williams Stoner Hill Elementary, “Linking Learning with Legos”; Christina Crutchfield, Cherokee Park, “Real World Science”; Amy Darter, Blanchard Elementary, Combination of Math and Science topics; Veronica Trahan, Linear Middle School; Melissa Bullard, Walnut Hill Elementary/Middle, Leslie Keirn, E. B. Williams Stoner Hill; Emily Cryer, Summerfield Elementary; Jacob Hesselschwardt, Woodlawn High School; Martha Mullin, Shreve Island Elementary, “Science Literacy”; and Donny Burney, C. E. Byrd High School.

2005-2006 Attendance Recognition Awards. The following schools were recognized for their 2005-2006 attendance: Elementary Division - Kristy Terrell, Riverside Elementary, 1st place, 96.546; Charles Lowder, Shreve Island Elementary, 2nd place, 96.449 rate; Tyrone Burton, Cherokee Park, 3rd place, 96.441. Magnet School Division – South Highlands, 1st place, 97.663; Janice Hughes, Eden Gardens, 2nd Place, 97.570; Sandra Denmark, Judson Magnet, 3rd Place, 96.274. Elementary Middle Division – Albert Hardison, Walnut Hill Elementary/Middle, 1st Place, 94.398; Gwen Buckingham, Turner Elementary/Middle, 2nd Place, 94.392; Mark Allen, Keithville Elementary/Middle, 3rd Place, 92.914. Elementary/Middle Magnet Division – Cooper Knecht, Herndon Magnet, 1st Place, 95.187; Renee Tolbert, Vivian Elementary/Middle, 2nd Place, 93.201. Middle School Division – Curtis Hooks, Caddo Middle Career & Technology, 1st Place, 95.849; Arleen Hague, Youree Drive Middle School, 2nd Place, 94.836; Gerald Burrow, Ridgewood Middle School, 3rd Place, 93.442. Middle Magnet Division – Kay Robinson, Caddo Middle Magnet, 1st Place, 97.212. High School Division – Cleveland White, Green Oaks, 1st Place, 94.120; Gerald Badgley, C. E. Byrd High School, 2nd Place, 93.974; and Dr. Sandra McCalla, Captain Shreve High School, 3rd Place, 93.403; and Magnet High School Division – Mary Rounds, Caddo Magnet High School, 95.600.

Standard & Poor’s School Evaluation Services Recognition. The following schools were recognized by Standard & Poor’s School Evaluation Services for reducing the achievement gap between academic disadvantaged and non-academic disadvantaged students: Walnut Hill Elementary/Middle School, and Northwood High School.

Boeing Company, NASA and AIAA Art Contest Winners. Adriana Richard and Reginald Brossette were recognized for being honored by the Boeing Company and NASA for winning the art competition.

Promotion of JROTC Corps Commander. Colonel Durr recognized the following students for being the General George C. Marshall Leadership Symposium Winners – Cadet Arian Keller, Cadet Jessica Kozlowski, Cadet Casey Richards and Cadet George Smith. Cadet Colonel Jessica Kozlowski was recognized as the top Corps Commander for 2006-07 school year. Cadet Colonel Kozlowski is a student at Caddo Magnet High School.

CPSB Member Recognition. President Ginger Armstrong presented Willie Henderson, CPSB member from District 12, with a special presentation for his service and contributions to the Caddo Parish School Board, as the representative from District 12 for the past four years.

Recess. The board president called for a five minute recess at approximately 5:20 p.m. and the board reconvened in open session at approximately 5:27 p.m.

VISITORS

Wendell DePrang, local insurance advisor, addressed the board about his concerns relative to Caddo’s insurance and benefit program and how a few people can make a decision about the benefits and it’s usually approved by the board on consent and never discussed. Since benefits are very important to the employees, he doesn’t believe it should be put on consent and not discussed. Mr. DePrang indicated there have been several decisions made over the past several years that are contrary to board policy and, in his opinion, raise serious unethical problems and questions. He recommended to the board that it look at establishing an Employee Benefits Committee in order to cut down on a few people making the decision for thousands of people. Mr. DePrang noted a recent decision to remove the heart disease, heart attack and stroke policy from the payroll deductions after being offered for more than 15 years. He said the information shared with the employees stated that it was being dropped from payroll deduction because of

the increase in rates over 10 years and this policy never had a rate increase or change. He did say he has a personal interest in getting the insurance committee established and that there are several products available that need to be offered to the employees and it will give him an opportunity to do business with the school board.

Claudia Goodie, representing the teachers and paraprofessionals, stated that she stood for the superintendent when she was voted on for superintendent and asked the board to stand and consider voting for the bonus pay for the teachers and paraprofessionals.

Frederick Washington, student at Booker T. Washington High School, addressed the board on The Future of Education in Caddo Parish. He asked the board that when considering the aspects of developing and carrying out strategies to improve the overall quality of education for the current and future students to please consider the importance of a competent leader, and a board that supports that leader 100%. Mr. Washington shared his thoughts on the positive difference the current superintendent has made in Caddo and encouraged the board to support the superintendent in making the Caddo District better.

Cedric Choyce, president of the Caddo Association of Educators, shared with the board that the CAE has always believed a permanent pay raise is the best way to go and that permanent raises mean permanent, recurring revenue to support those raises. He said the CAE expects the CPSB to be financially prudent because no one wants to again live in a time as the past administration when it came to layoffs and budget cuts. Mr. Choyce presented to the board copies of the 2006-2007 State Department of Education salary rankings, as well as salary schedules from neighboring parishes to illustrate how far Caddo has to go in order to compete. He shared with the board how Caddo compares to Webster Parish, DeSoto Parish and Bossier Parish. He said if the district is to reach ahead of neighboring parishes, Caddo needs approximately \$20 million of revenues in order to begin the process. Mr. Choyce stated that CAE is asking the board to begin the process of additional sales and property taxes. He said the defeat of the state pay raise in Baton Rouge last week was discouraging to school employees statewide; however, the CAE and the LAE will continue the fight in the Spring Legislative Session as it seeks to move all school employees to the Southern Regional Average. Mr. Choyce stated there will not be a \$2,200 state pay raise for teachers, and a \$1,500 pay raise for support employees to go with a salary supplement the employees were looking forward to after the first of the year. He said when the annual school board budget process begins, they will be looking at local permanent supplements. However, at the present time, the CAE feels the \$500 one-time payment will demonstrate to all employees that the Caddo Parish School Board values and appreciates the contributions every school employee makes either by direct student contact or in a support capacity. He urged the board to give the \$500 one-time supplement in light of the fact that no spring pay raise appears to be on the horizon. In conclusion, he referred to Table G in the packet of information presented and that 39 of Louisiana's 68 districts provide supplements to employees. He added that the local district may not be able to give employees \$23,000 as in Jackson Parish, however, the \$500 now and a place to begin the process of a significant pay increase for the next year would be viewed as aggressively seeking to establish Caddo as a leading district for salaries once again.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, stated that several months ago the possibility of a \$500 pay supplement at Christmas was discussed and part of the discussion was "if the funds are available." She said from the respect of morale, the employees were excited that the board was considering honoring them in recognition of their hard work; and of course any extra money at Christmas answers a real need to already over-stretched budgets. Ms. Lansdale said for months, there has been no public comment from board members regarding the pay supplement yet the Federation has continually handled an increasing number of phone calls from employees inquiring about the status of the bonus. Ms. Lansdale indicated that many employees had already calculated how they would use this money at Christmas. In November, the board was requested to address this issue and the superintendent recommended that the board take these funds and put it with other funds in order to give a permanent pay increase at an undetermined time. Ms. Lansdale stated this verified to the Federation what the fund balance had already indicated and that was the funds were indeed available. She said she also heard the board members were interested in giving a supplement, but they wanted to make the supplement(s) permanent and requested that this be brought back to the board in December for discussion. Ms. Lansdale noted that in November, the superintendent received a \$10,000 bonus based on her performance and an additional 5% pay raise. She said no one is begrudging the superintendent the bonus or the pay increase, because as CEO of any

major corporation, the superintendent would make much more than she does. She said, however, this is about fairness and respect, because this was a performance based bonus and many times we see the ones at the top rewarded while those in the trenches are ignored and that is the perception now. She said the board members did a good thing by telling employees they wished to reward them at Christmas as other surrounding districts were doing and announced that these surrounding districts were in Caddo's shadow when it came to employee pay. Ms. Lansdale said the district has historically enjoyed the support of the citizenry and they are supportive of teacher and school employee benefits and that this district has a unique opportunity to make the district competitive in attracting and retaining quality educators. She said it's about fairness, respect, and recognizing the value of what the employees do.

Mike Powell, state representative for southeast Shreveport and south Bossier, addressed the board on the recent special legislative session and the fact that revenue forecasts are not actual revenue and how the state faced a situation of having \$2.5 billion recognized less than a week before the special session began and the Governor stating she believed we would receive the revenue and she wanted to go ahead and spend it. Representative Powell explained the vote on busting the ceiling on spending in the state. He reported that he went to Baton Rouge and stated he believed teacher pay is a priority, just as he did in 1997 as president of the Caddo Parish School Board, and the times he voted for teacher and support workers to have competitive pay. Mr. Powell said he also believes it important if we get a lot of money from the Stelley Plan that we should think about giving some of that money back if we are going to have such funds as \$2.5 billion in excess of the \$10 billion experienced in the past. He said when getting to Baton Rouge, legislators were confronted with a conundrum, because the administration said if the tax credits and teacher pay were wanted, the legislature would have to bust the \$2.5 billion open and spend it now. He said while he would have loved to spend \$400 million on transportation; there was nothing in that \$400 million for construction of I-49 north. He stated it was true the money was there for teacher and support workers pay without busting the cap, as it was contained in HB 82, the appropriation bill, which was never voted on. Representative Powell concluded he is committed to teacher pay and believes rather than \$2100, the legislature needs to approve \$2400 and he believes it will happen. He encouraged the board to take a long look, because as the state approves teacher pay, it does so for every system in the state, which will not necessarily move Caddo in the rankings in comparison with neighboring states. Mr. Powell said he knows the superintendent is watching the money closely and he hopes the board will approve the \$500 this evening.

CONFIRM THE CONSENT AGENDA

Mr. Burton moved, seconded by Mrs. May, to confirm the consent agenda as presented. Vote on the motion carried unanimously. The following is a summary of the board's action on items categorized as the consent agenda:

Agenda Item No. 9 B. and C.

Requests for Leaves. The board approved the following requests for leaves as recommended by the superintendent and included in the mailout.

Certified

Catastrophic Leave, August 23, 2006-October 4, 2006

Jessica Gusko, Special Education Center, School Psychologist, 1 year

Rescind Sabbatical (Study), spring Semester 2007

Suzan Cahanin, Special Programs Center, Behavior Intervention Specialist, 16 years

Catastrophic Leave, October 30, 2006-December 1, 2006

Kim Alman, Teacher, Alexander Learning Center, 5 years

Sabbatical (Medical), January 4, 2007 – end of school year

Patricia N. Brassell, Teacher, West Shreveport Elementary, 31 years

Leave Without Pay, November 7, 2006 – March 1, 2007

Vicki M. Garland, Teacher, Ridgewood Middle School, 13.5 years

Sabbatical (Medical), Spring Semester 2007

Mattie Vann, Teacher, J. S. Clark Middle School, 16 years

Sabbatical (Study), Fall Semester 2007

Patricia March, Teacher, Mooretown, 17 years

ClassifiedCatastrophic Leave, October 27, 2006 – November 3, 2006

Doris S. Wynn, Bus Driver, Transportation Dept., 27 years

Leave Without Pay, January 3, 2007 – April 13, 2007

Alberta L. White-Mitchell, Teacher Aide, University Elementary, 3 years

Leave Without Pay, January 8, 2007 – January 7, 2008

Prentiss Rashan Jones, Teacher Aide, Westwood Elementary, 3 years

Other (Hiring, Assignment Changes, Separations & Resignations). The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of October 26, 2006 – November 20, 2006 as recommended by staff and included in the mailout.

Agenda Item No. 10 A. and B.

Bids. The board approved the following bid as recommended by staff and included in the mailout on the bid tabulation sheets: (1) Large Kitchen Equipment – Buckelew, Inc. totaling \$393,219.09; and Louisiana Food Equipment totaling \$13,128.08. A copy of the bid tabulation sheets are attached and made a part of the permanent record of the CPSB proceedings from the December 19, 2006 meeting.

Capital Projects/Construction. The board approved the following bids as recommended by staff and included in the mailout on the bid tabulation sheets: (1) Resurfacing of the Central Office Building Roof, Project 2007-240 – Grosjean Contractors with a Base Bid and Alternate 1 for the sum total of \$69,500; (2) HVAC Upgrade at Sunset Acres, Project 2008-505 – Fitzgerald Contractors, Inc. with a Base Bid and Alternate 1 for the sum total of \$827,250; (3) HVAC Upgrade at West Shreveport, Project 2008-506 – Fitzgerald Contractors, Inc. with a Base Bid and Alternate 1 and 2 for the sum total of \$722,250; (4) HVAC Upgrade at Mooringsport, Project 2008-502 – The Payne Company with Base Bid for the sum total of \$1,044,095; (5) HVAC Upgrade at Oak Park, Project 2008-503 – Berg, Inc. with a Base Bid and Alternate 1 for the sum total of \$747,100. A copy of the bid tabulation sheets are attached and made a part of the permanent record of the CPSB proceedings from the December 19, 2006 meeting.

Agenda Item No. 11

Resolution Authorizing Advertising for Sealed Bids for the Purchase of \$20,000,000 in General Obligation Bonds. The board approved the following resolution authorizing advertising for sealed bids for the purchase of \$20,000,000 in general obligation bonds as recommended by staff and included in the mailout.

RESOLUTION

A resolution authorizing the advertising for sealed bids for the purchase of Twenty Million Dollars (\$20,000,000) of General Obligation School Bonds, Series 2007, of Parishwide School District of Caddo Parish, Louisiana, and providing for other matters in connection therewith.

BE IT RESOLVED by the Parish School Board of the Parish of Caddo, State of Louisiana, acting as the governing authority of Parishwide School District of Caddo Parish, Louisiana, that:

SECTION 1. The President of the Parish School Board of the Parish of Caddo, State of Louisiana (the “Governing Authority”) is hereby empowered, authorized and directed to advertise in accordance with the provisions of law for sealed bids for the purchase of Twenty Million Dollars (\$20,000,000) of General Obligation School Bonds, Series 2007 (the “Bonds”) of Parishwide School District of Caddo Parish, Louisiana (the “Issuer”), being the fourth emission of bonds authorized at a special election held in the Issuer on April 17, 2004, for the purpose of acquiring and/or improving lands for building sites and playgrounds; including construction of necessary sidewalks and streets adjacent thereto; purchasing, erecting and/or improving school buildings and other school related facilities within and for the District, and acquiring the necessary equipment and furnishings therefor, including, to the extent feasible, those specific school projects set forth in the Capital Improvements Plan recommended by the

Infrastructure Needs Committee and approved by the School Board on January 27, 2004, title to which shall be in the public. The Bonds will be in fully registered form, will be dated March 1, 2007, will be in the denomination of Five Thousand Dollars (\$5,000) each, or any integral multiple thereof within a single maturity, and will bear interest from date thereof, or the most recent interest payment date to which interest has been paid or duly provided for, at a rate or rates not exceeding seven per centum (7%) per annum on any Bond in any interest payment period, said interest to be payable on March 1, 2008, and semiannually thereafter on March 1 and September 1 of each year. The Bonds will be in fully registered form and will mature serially on March 1 of each year as follows, to-wit:

YEAR	PRINCIPAL AMOUNT	YEAR	PRINCIPAL AMOUNT
2009	\$425,000	2021	\$800,000
2010	450,000	2022	845,000
2011	475,000	2023	890,000
2012	500,000	2024	940,000
2013	525,000	2025	990,000
2014	555,000	2026	1,040,000
2015	585,000	2027	1,100,000
2016	615,000	2028	1,160,000
2017	650,000	2029	1,220,000
2018	685,000	2030	1,285,000
2019	720,000	2031	1,355,000
2020	760,000	2032	1,430,000

SECTION 2. Those Bonds maturing March 1, 2018, and thereafter, will be callable for redemption by the Issuer in full or in part at any time on or after March 1, 2017, and if less than a full maturity, then by lot within such maturity, at the principal amount thereof and accrued interest to the date fixed for redemption. In the event a Bond is of a denomination larger than \$5,000, a portion of such Bond (\$5,000 or any multiple thereof) may be redeemed. Bonds are not required to be redeemed in inverse order of maturity. Official notice of such call of any of the Bonds for redemption will be given by first class mail, postage prepaid, by notice deposited in the United States mails not less than thirty (30) days prior to the redemption date addressed to the registered owner of each bond to be redeemed at his address as shown on the registration books of the Paying Agent.

SECTION 3. The Bonds shall be sold in the manner required by law, and in accordance with the terms of this resolution, the official Notice of Bond Sale herein set forth, and the Official Statement referred to in Section 6 hereof. In advertising the Bonds for sale, the Parish School Board shall reserve the right to reject any and all bids received.

SECTION 4. The President of the Governing Authority is hereby further empowered, authorized and directed to issue a Notice of Bond Sale and cause the same to be published as required by law, which Notice of Bond Sale shall be in substantially the following form:

**OFFICIAL
NOTICE OF BOND SALE
\$20,000,000 OF GENERAL OBLIGATION SCHOOL BONDS, SERIES 2007
OF
PARISHWIDE SCHOOL DISTRICT
OF CADDO PARISH, LOUISIANA
Sealed bids or electronic bids via PARITY®
will be received until 4:30 o'clock p.m., Central Time (Louisiana Time), on
Tuesday, January 23, 2007**

NOTICE IS HEREBY GIVEN that the Parish School Board of the Parish of Caddo, State of Louisiana (the "Governing Authority") acting as the governing authority of Parishwide School District of Caddo Parish, Louisiana, will receive sealed bids or electronic bids **via PARITY®** at the Parish School Board Office, Shreveport, Louisiana, **until four-thirty**

(4:30) o'clock p.m., Louisiana Time, Central Standard Time, on **Tuesday, January 23, 2007**, (or such other date as may be determined by the President and advertised by Munifacts Disclosure Service) for the purchase of Twenty Million Dollars (\$20,000,000) of General Obligation School Bonds, Series 2007 (the "Bonds") of Parishwide School District of Caddo Parish, Louisiana (the "Issuer"), being the fourth emission of bonds authorized at a special election held in the Issuer on April 17, 2004 for the purpose of acquiring and/or improving lands for building sites and playgrounds; including construction of necessary sidewalks and streets adjacent thereto; purchasing, erecting and/or improving school buildings and other school related facilities within and for the District, and acquiring the necessary equipment and furnishings therefor, including, to the extent feasible, those specific school projects set forth in the Capital Improvements Plan recommended by the Infrastructure Needs Committee and approved by the School Board on January 27, 2004, title to which shall be in the public.

Electronic bids will be received for the Bonds via PARITY®, in the manner described below, until 4:30 p.m., Louisiana time, on Tuesday, January 23, 2007.

Bids may be submitted electronically via PARITY® pursuant to this Official Notice of Bond Sale until 4:30 p.m., Louisiana time, but no bid will be received after the time for receiving bids specified above. To the extent any instructions or directions set forth in PARITY® conflict with this Official Notice of Bond Sale, the terms of this Official Notice of Bond Sale shall control. For further information about PARITY®, potential bidders may contact PARITY® at I-Deal (212) 849-5021.

Each prospective electronic bidder shall be solely responsible to register to bid via PARITY® as described above. Each qualified prospective electronic bidder shall be solely responsible to make necessary arrangements to access PARITY® for the purposes of submitting its bid in a timely manner and in compliance with the requirements of the Notice of Sale. Neither the Issuer nor PARITY®, shall have any duty or obligation to provide or assure access to PARITY® to any prospective bidder, and neither the Issuer nor PARITY® shall be responsible for a bidder's failure to register to bid or for proper operation of, or have any liability for any delays or interruptions of, or any damages caused by, PARITY®. The Issuer is using PARITY® as a communication mechanism, and not as the Issuer's agent, to conduct the electronic bidding for the Bonds. No other form of electronic bid or provider of electronic bidding services will be accepted. The Issuer is not bound by any advice and determination of PARITY® to the effect that any particular bid complies with the terms of this Official Notice of Bond Sale and in particular the "Bid Requirements" hereinafter set forth. All costs and expenses incurred by prospective bidders in connection with their registration and submission of bids via PARITY® are the sole responsibility of the bidders; and the Issuer is not responsible, directly or indirectly, for any of such costs or expenses. If a prospective bidder encounters any difficulty in submitting, modifying or withdrawing a bid for the Bonds, he should telephone PARITY® at I-Deal (212) 849-5021 and notify the Issuer's Bond Counsel, Foley & Judell, L.L.P. at (504) 568-1249.

Electronic bids must be submitted for the purchase of the Bonds via PARITY®. Bids will be communicated electronically to the Issuer at 4:30 p.m., local Louisiana time, on January 23, 2007. Prior to that time, a prospective bidder may (1) submit the proposed terms of its bid via PARITY®, (2) modify the proposed terms of its bid, in which event the proposed terms as last modified will (unless the bid is withdrawn as described herein) constitute its bid for the Bonds, or (3) withdraw its proposed bid. Once the bids are communicated electronically via PARITY® to the Issuer, each bid will constitute an irrevocable offer to purchase the Bonds on the terms therein provided. For purposes of the electronic bidding process, the time as maintained on PARITY® shall constitute the official time.

Bids will also be accepted in written form on the Official Bid Form. The Issuer will receive sealed bids at the Parish School Board Office, Shreveport, Louisiana, for the purchase of \$20,000,000 of principal amount of General Obligation School Bonds, Series 2007 of Parishwide School District of Caddo Parish, Louisiana. Each bid must be in written form on the Official Bid Form in a sealed envelope marked "Proposal for the Purchase of General Obligation School Bonds, Series 2007 of Parishwide School District of Caddo Parish, Louisiana". For purposes of accepting written bids, the time as maintained on PARITY® shall constitute the official time.

The Bonds will be in fully registered form, will be dated March 1, 2007, and will be in the denomination of Five Thousand Dollars (\$5,000) each, or any integral multiple thereof within a single maturity. The Bonds will bear interest from date thereof or the most recent interest payment date to which interest has been paid or duly provided for, at a rate or rates not exceeding seven per centum (7%) per annum on any Bond in any interest payment period, said interest to be payable on March 1, 2008, and semiannually thereafter on March 1 and September 1 of each year. The Bonds will mature serially on March 1 of each year as follows, to-wit:

<u>YEAR</u>	<u>PRINCIPAL AMOUNT</u>	<u>YEAR</u>	<u>PRINCIPAL AMOUNT</u>
2009	\$425,000	2021	\$800,000
2010	450,000	2022	845,000
2011	475,000	2023	890,000
2012	500,000	2024	940,000
2013	525,000	2025	990,000
2014	555,000	2026	1,040,000
2015	585,000	2027	1,100,000
2016	615,000	2028	1,160,000
2017	650,000	2029	1,220,000
2018	685,000	2030	1,285,000
2019	720,000	2031	1,355,000
2020	760,000	2032	1,430,000

The Bonds will be issued as fully registered bonds in “book-entry only” form and registered in the name of Cede & Co., as nominee of The Depository Trust Company, New York, New York (“DTC”). DTC will act as securities depository for the bonds, and purchasers of the Bonds will not receive certificates representing their interest in the Bonds purchased.

Those Bonds maturing March 1, 2018, and thereafter, will be callable for redemption by the Issuer in full or in part at any time on or after March 1, 2017, and if less than a full maturity, then by lot within such maturity, at the principal amount thereof and accrued interest to the date fixed for redemption. In the event a Bond is of a denomination larger than \$5,000, a portion of such Bond (\$5,000 or any multiple thereof) may be redeemed. Bonds are not required to be redeemed in inverse order of maturity. Official notice of such call of any of the Bonds for redemption will be given by first class mail, postage prepaid, by notice deposited in the United States mails not less than thirty (30) days prior to the redemption date addressed to the registered owner of each bond to be redeemed at his address as shown on the registration books of the Paying Agent.

The principal of the Bonds, upon maturity or redemption, will be payable at the principal corporate trust office of the Paying Agent upon presentation and surrender thereof, and interest on the Bonds will be payable by the Paying Agent by check mailed by the Paying Agent to the registered owner (determined as of the 15th calendar day of the month next preceding said interest payment date) at the address as shown on the books of said Paying Agent. Said Paying Agent will be a qualified bank or trust company selected by the Issuer.

Except as provided under DTC’s book-entry only system, the Bonds may be transferred, registered and assigned only on the registration books of the Paying Agent, and such registration shall be at the expense of the Issuer. A Bond may be assigned by the execution of an assignment form on the Bonds or by other instruments of transfer and assignment acceptable to the Paying Agent. A new Bond or Bonds will be delivered by the Paying Agent to the last assignee (the new registered owner) in exchange for such transferred and assigned Bonds after receipt of the Bonds to be transferred in proper form. Such new Bond or Bonds must be in the denomination of \$5,000 or any integral multiple thereof within a single maturity. Neither the Issuer nor the Paying Agent shall be required to issue, register, transfer or exchange (i) any Bond during a period beginning at the opening of business on the 15th day of the month next preceding an interest payment date and ending at the close of business on the interest payment date, or (ii) any Bond called for redemption prior to maturity during a period beginning at the opening of business fifteen (15) days before the date of the mailing of a notice of redemption of such Bonds and ending on the date of such redemption.

Each bid submitted, whether submitted as a sealed bid or electronically, must be for the entire issue of Bonds, and must be accompanied by a deposit (the "Deposit") as follows: (i) a certified or cashier's check on any member of the Federal Reserve System, or (ii) a Financial Surety Bond, in the amount of Two Hundred Thousand Dollars (\$200,000) made payable to the Issuer as a guarantee that the bidders will comply with the terms of their bids. If a Financial Surety Bond is used, it must be from an insurance company licensed to issue such a bond in the State of Louisiana, and such Financial Surety Bond must be submitted to the Governing Authority or its Bond Counsel by 9:00 a.m., Louisiana (Central) time, on the sale day. The Financial Surety Bond must identify each bidder whose Deposit is guaranteed by such Financial Surety Bond. If the Bonds are awarded to a bidder utilizing a Financial Surety Bond, then that purchaser is required to submit its Deposit to the Issuer in the form of a wire transfer not later than 3:30 p.m., Louisiana (Central) time, on the day following the award. If such Deposit is not received by that time, the Financial Surety Bond may be drawn by the Issuer to satisfy the Deposit requirement. The Deposits of the unsuccessful bidder or bidders will be returned promptly, and the Deposit of the successful bidder or bidders will be deposited and the proceeds credited against the purchase price of the Bonds, or in the case of neglect or refusal to comply with such bid, will be forfeited to the Issuer as and for liquidated damages. No interest will be allowed on the amount of the Deposit.

Bidders shall name the rate or rates of interest the Bonds shall bear, not exceeding seven per centum (7%) per annum on any Bond in any interest payment period, to be expressed in a multiple of 1/20th or 1/8th of 1% per annum. Bids must stipulate a purchase price for the Bonds of the par value thereof and accrued interest from the date of the Bonds to the date of delivery of the Bonds. No bid which specifies cancellation of the Bonds will be considered. No bids providing for additional or supplemental interest will be considered.

The Governing Authority will meet at the place and time hereinabove set forth for the receipt of bids. The Bonds will be awarded to the bidder whose bid offers the lowest "true interest cost" to the Issuer for the full authorized amount of the Bonds, to be determined by doubling the semiannual interest rate (compounded semiannually) necessary to discount the debt service payments on the Bonds from the payment dates to March 1, 2007, such that the sum of such present values is equal to the price bid, including any premium bid but not including interest accrued to the date of delivery (the preceding calculation is sometimes referred to as the "Canadian Interest Cost Method" or "Present Value Method"). In the case of a tie bid, the winning bid will be awarded by lot. If any bid for the Bonds shall be acceptable, a prompt award of the bonds will be made. The right is expressly reserved to waive any irregularity in any bid or to reject any and all bids received.

It shall be the obligation of the successful bidder to furnish in writing to the Issuer's Bond Counsel, referenced below, the reoffering yields within three (3) business days after the date of the sale and the initial public offering prices of the Bonds not less than ten (10) business days prior to delivery of the Bonds.

The Official Statement containing pertinent information relative to the authorization, sale and security of the Bonds is being prepared and may be obtained upon its completion from the Issuer's Bond Counsel, Foley & Judell, L.L.P., One Canal Place, Suite 2600, 365 Canal Street, New Orleans, Louisiana 70130. The Purchaser will be furnished a reasonable number of final official statements on or before the seventh business day following the sale of the Bonds.

The approving legal opinion of Foley & Judell, L.L.P., Bond Counsel, who have supervised the proceedings, the printed Bonds and the transcripts of record as passed upon will be furnished to the successful bidders without cost to them. Said transcripts will contain the usual closing proofs, including a certificate that up to the time of delivery no litigation has been filed questioning the validity of the Bonds or the respective tax revenues necessary to pay the same.

In order to assist bidders in complying with S.E.C. Rule 15c2-12(b)(5), the Governing Authority will undertake, pursuant to the resolution providing for the issuance of the Bonds and a Continuing Disclosure Certificate, to provide annual reports and notices of certain events. A description of this undertaking is set forth in the Preliminary Official Statement and will also be set forth in the Final Official Statement.

For information relative to the Bonds and not contained in the Notice of Bond Sale and Official Statement, address Mr. Ben Wreyford, Finance Director, Caddo Parish School Board, 1961 Midway Street, Shreveport, Louisiana 71108, or Foley & Judell, L.L.P, One Canal Place, Suite 2600, 365 Canal Street, New Orleans, Louisiana 70130, Bond Counsel.

THUS DONE AND SIGNED at Shreveport, Louisiana, on this, the 19th day of December, 2006.

/s/ Ginger Armstrong
President

Attest:

/s/ Ollie Tyler
Secretary

SECTION 5. This Governing Authority will meet in open and public session at the time and place set out in the Notice of Bond Sale incorporated herein (or such other date as may be determined by the President of the Governing Authority and advertised by Munifacts Disclosure Service), for the purpose of receiving bids for the Bonds, considering and taking action upon the bids, and taking any other action required by this resolution, or necessary to effectuate the issuance, sale and delivery of the Bonds. If any award of the Bonds shall be made, such award shall be made for not less than par and accrued interest to the best bidder for the Bonds, such award and best bidder to be determined in accordance with the aforesaid Notice of Bond Sale.

SECTION 6. There shall be prepared an Official Bid Form for the submission of bids and an Official Statement which shall contain complete bidding details, security features and other pertinent information relative to the sale and issuance of the Bonds as may be deemed necessary, advisable or desirable, which Official Bid Form and Official Statement shall be distributed to all prospective bidders and other interested parties.

SECTION 7. In order to assist bidders in complying with S.E.C. Rule 15c2-12(b)(5), the Governing Authority will undertake, pursuant to the resolution providing for the issuance of the Bonds and a Continuing Disclosure Certificate, to provide annual reports and notices of certain events. A description of this undertaking will be set forth in the Preliminary Official Statement and the Final Official Statement.

SECTION 8. Prior to the delivery of the Bonds, the Issuer anticipates that it may pay a portion of the costs of the project from the General Fund. A portion of the project includes specifically making capital improvements to the school system of the Parish. Upon the issuance of the Bonds, the Issuer reasonably expects to reimburse any such expenditures of other available funds from a portion of the proceeds of the Bonds. Any such allocation of proceeds of the Bonds for reimbursement will be with respect to capital expenditures (as defined in Reg. 1.150-1(b)) and will be made upon the delivery of the Bonds and not later than one year after the later of (i) the date such expenditure was paid or (ii) the date on which the project was placed in service. This Section is intended to be a declaration of official intent within the meaning of Reg. 1.150-2.

The foregoing Resolution having been submitted to a vote, the vote thereon was as follows:

MEMBERS:	YEAS:	NAYS:	ABSENT:	ABSTAINING:
Phillip R. Guin	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
Eursla Hardy	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
Willie D. Burton	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
Charlotte Crawley	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
Lola May	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
Tammy T. Phelps	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
Bonita Crawford	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
Barry F. Rachal	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
Larry Ramsey	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
Ginger Armstrong	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
Willie Henderson	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
Lillian Priest	<u> X </u>	<u> </u>	<u> </u>	<u> </u>

And the resolution was declared adopted on this, the 19th day of December, 2006.

/s/ Ollie Tyler

Secretary

/s/ Ginger Armstrong

President

STATE OF LOUISIANA
PARISH OF CADDO

I, the undersigned Secretary of the Parish School Board of the Parish of Caddo, State of Louisiana, do hereby certify that the foregoing _____ (___) pages constitute a true and correct copy of a resolution adopted by said Parish School Board on December 19, 2006, authorizing the advertising for sealed bids for the purchase of Twenty Million Dollars (\$20,000,000) of General Obligation School Bonds, Series 2007 of Parishwide School District of Caddo Parish, Louisiana, and providing for other matters in connection therewith.

IN FAITH WHEREOF, witness my official signature and the impress of the official seal of the Parish School Board at Shreveport, Louisiana, on this, the 19th day of December, 2006.

/S/ Ollie S. Tyler

Secretary

(SEAL)

Agenda Item No. 12

Resolution Requesting Louisiana State Mineral Board to Grant an Oil, Gas and Mineral Lease on the South Half of S14, T18N, R16W Property. The board approved a resolution requesting the Louisiana State Mineral Board to grant an oil, gas and mineral lease on the south half of Section 14, Township 18 North, Range 16 West in Caddo Parish as recommended by staff and included in the mailout.

Agenda Item No. 13

Recommendation of Designers for 2007-2008 Capital Projects. The board approved the designers for the 2007-2008 capital projects as recommended by staff and included in the mailout.

Agenda Item No. 14

Contract with Summer Grove Baptist Church for Caddo's Adult Education Program. The board approved a lease agreement with Summer Grove Baptist Church for Caddo's Adult Education Program as recommended by staff and included in the mailout.

Agenda Item No. 15

Special Education Interagency Agreements. The board approved special education interagency agreements which make it possible for the Caddo Parish Special Education Department to offer required services to students with disabilities residing in the parish as recommended by staff and included in the mailout.

Agenda Item No. 16

"Care Caddy" Partnership. The board approved the "Care Caddy" Partnership between Christus-Schumpert, LSU Health Sciences Center and Caddo Schools for providing needed health services to the students at Oak Park Elementary and Bethune Middle Academy as recommended by staff and included in the mailout. A copy of the agreement is attached and made a part of the permanent record of the proceedings of the CPSB December 19, 2006 meeting.

Agenda Item No. 17

Professional Development Day(s). The board approved a professional development day for C. E. Byrd High School on January 26, 2007 as recommended by staff and included in the mailout.

Agenda Item No. 19

After-School Leap Remediation. The board approved \$405,794.00 for the after-school LEAP Remediation program and that the General Fund ending balance be adjusted accordingly.

Agenda Item No. 20

Approval of Resolution for Sales/Use Tax Exemption. The board approved a resolution to enact legislation to eliminate the collection of sales/use tax on manufacturing machinery and equipment owned by motor vehicle manufacturers effective January 1, 2007 as included in the mailout.

NEW FENCE AT SOUTH HIGHLANDS

Mrs. Crawley moved, seconded by Mr. Guin, to authorize staff to proceed with securing bids to replace the chain link fence around South Highlands Elementary Magnet School as funds from the construction budget become available. Mr. Ramsey asked if we are going to get the bids, but wait until funding is available? The president answered that is correct. Vote on the motion carried unanimously.

EMPLOYEE COMPENSATION

Mrs. Crawford moved, seconded by Mrs. Crawley, to pay our employees a one-time \$500 salary supplement in January, 2007. Mrs. Crawford stated she brings this item to the agenda because she believes it needs to be discussed. She said Superintendent Tyler provided the board information that the \$4 million it will cost to give this one-time supplement is available, but she would rather wait and use it as a permanent raise. Mrs. Crawford added after listening to constituents and employees, she brought it to the board today. She wants everyone to know the board supports and listens to what is being said, but realistically it may affect what employees get as a raise later.

Mrs. Crawley stated she supports the motion as there are three factors that have a huge affect on how well a parish educates its children – (1) a low pupil teacher ratio, (2) keeping the teacher pay in the top 10 in the state, and (3) keeping the money that goes directly to the classroom in the top 10 in the state. She believes these three things affect Caddo's accountability and how the students will perform and shared with everyone the fact that Caddo was ranked 21 resulted in her moving from Bossier to Caddo. She also believes this is the right thing to do and appreciates Mrs. Crawford bringing it.

Ms. Phelps stated she respects her fellow board members' opinions; however, on this issue, she wants to make sure that employees get the correct information. She noted that a few months ago during the campaign a fellow board member asked the superintendent to look into the possibility of giving a \$500 bonus, after the board had given all employees a 5% raise. She said she believes this did not respect the other 11 board members, because it was the first time they heard about it. Ms. Phelps said as a result of that, she believes it appears to everyone today that the board did not want to give employees a \$500 bonus, which is misconceiving and reminded everyone that since she has been on the board, she has asked that the information be received in ample time for the board to look at it so the best decision can be made. She noted that this information was only brought to the board members in the last week or so and she has many times told staff when they bring something to the board, if it is not imperative, she asked that the board be given time to look at it thoroughly, and she doesn't believe the board member gave the board this same respect. Ms. Phelps said she believes the board is now in a situation, and it's not that the district doesn't have the money, nor that the board has ever said it did not want to give the employees a bonus, but the concept of how it was brought to the board. She noted that organization members have received flyers from their organizations to fight for Christmas bonuses, and noted several inaccuracies contained in the newsletter. Ms. Phelps stated that the board is entrusted to be a good steward of the funds of the Caddo Parish Public School System; and since the district is in a good financial position, the board is thankful it can give any type of bonus and raise, as some districts do not have the money to do so. Ms. Phelps also stated there have been many raises and/or supplements since 2003, but if the board makes decisions that break the district financially, the employees will blame the superintendent and the board. She said she wants everyone to know that the board is going to do what is in the best interest of the

district and its employees and because of the consensus of the board is the only reason she will support the \$500 supplement tonight, but never again will she support it if brought to the board in the manner in which this was brought to the board.

Mr. Ramsey said he believes there is a better way to do raises for the employees. He said he is an advocate for supporting what the superintendent and staff put out in a letter dated December 1st, to look at the fund balance and look at providing a permanent raise. He said to draw a significant amount for a one-time supplement again this year could lower the amount of a permanent raise to be considered. Mr. Ramsey said the board has gone through a lot to take care of Caddo's employees and there have been a number of times the board has extended pay raises, including a one-time supplement this year as well as a 5% across the board pay increase. He also stated he remembers when the board had to cut close to 400 jobs and under the current superintendent's leadership, we were able to add these jobs back. He noted it is incorrect when someone says the board does not have the employees' best interest at heart and there is not a board member who would vote against a raise, even though there are disagreements on the board as to how to do it. He believes the board should be prudent and wait and see the tax dollars we will see and then revisit and come up with something in the first quarter of 2007. He, too, would like to use the fund balance to help boost the raises, which the superintendent has said she can do. The superintendent also said the system could do this with a one-time payment or split it into 2 payments. *Mr. Ramsey offered a substitute motion, seconded by Ms. Phelps, to postpone and give the superintendent and staff time to bring a recommendation during the first quarter for a permanent raise.* Mr. Ramsey said every board member has a copy of the track record whereby 10 pay raises were given to employees and he believes in order to be competitive, that we should do better. Based on the information provided, Mr. Ramsey said it appears the Caddo School Board is spending over \$5 million more a year than it is bringing in, and noted the district has been blessed with some one-time revenues which is why we have a healthy ending balance that permits the board to do some things.

Recess. The board president called for a three-minute recess at approximately 6:05 p.m. and reconvened into open session at approximately 6:10 p.m. The board president announced that the board was alerted to the fact that one of Caddo's school buses had been shot at and gratefully there were no injuries.

Mr. Ramsey concluded by saying the board members have the information on the spending trend and how the district could run out of money in the next couple of years and he hates to miss any opportunity to impact a permanent salary increase for the employees if it is possible, and he believes the substitute motion brings the best alternative. Ms. Phelps encouraged the employees that if they have concerns, to please contact the board members and restated that the consensus of the board will determine how the vote comes out.

Mr. Guin explained his understanding of the General Fund documents shared with the board on a regular basis and asked Ben Wreyford about the current assets being \$50,981,000 and that the 2006-2007 General Fund update, given the pay raises and one time supplements in 06-07, projects the ending balance will be approximately \$28.78 million. He said he has heard the \$50 million being used as what we have in the bank and asked if he understands this amount to be similar to his checking account after his paycheck is deposited, but it's not taking into consideration the obligations he may have against that paycheck? Mr. Wreyford answered that is correct. Mr. Guin again referred to the General Fund update and asked Mr. Wreyford if, at this time, he is projecting a \$28.785 million ending balance for 06-7? Mr. Wreyford answered that is correct. Mr. Guin asked about 2007-08, and without knowing what monies we will have during that time period, and if Mr. Wreyford is projecting a possible ending balance of \$13.488 million. Mr. Wreyford said that is correct. Mr. Guin stated it doesn't take a long time to figure out by looking at these predictions where the district will be at the end of 2008-09. Mr. Wreyford said that's correct, it's a downward trend. Mr. Guin asked if he is correct in saying that when we went into this budget year the initial budget was \$5.077 million above the projected income? Mr. Wreyford said that is correct, a draw down on the fund balance. Mr. Guin also said there have been a number of things that have come in – one time revenues, growth monies from the MFP – and that figure is roughly \$10.96 million, and it is interesting that the \$10.96 million is what we had in the form of growth monies and the board supplemented against the \$10.976 million and gave out an \$11.237 million pay raise to employees (5% across the board). Mr. Wreyford answered that is correct. Mr. Guin stated to the maker of the original motion that he appreciates this being brought to the board as the discussion was needed and it needed to take

place in front of the employees. Mr. Guin said that one of the problems is the fact that Caddo's starting teacher pay is \$2,000 behind the competition in neighboring parishes of Bossier and DeSoto Parishes. He said he hopes lessons have been learned through this process that will allow us to address pay raises differently in the future whereby we don't give percentage increases because eventually, the bottom end is hurt. Mr. Guin noted numerous discussions have taken place on this issue and he believes there are individuals who have taken a severe beating throughout this process which he believes were unfounded since it was reported months ago that the board needed to address coming up with a \$2,000 increase in order to offer competitive salaries to our 0-5 teachers, but he also knows that something has to be done at the 6-10, etc. on the scale. He reminded everyone that the superintendent told the board months ago that there was \$4 million in the bank to do this and the problem is there was a wait to see what the state would do. He also said it is generally known what the MFP dollars will be and what the state will do relative to pay raises around the June timeframe, but it is also known that this present issue has been lingering for several months and the employees have been planning on receiving the \$500 one-time supplement. He asked that everyone understand he believes this will pass even though he does not believe it is the best move the board can make; because if the board waits and puts the \$4 million with monies at a later date, a permanent pay raise could be approved rather than a one-time supplement. Board member Guin also noted the salary comparisons provided and the fact that the supplements are not included in these and the one and two-times-a-year payments being given by the neighboring districts are not increasing their monthly checks, but are divided by two to get that extra check. He stated his support of the motion and understands the reasons why it should be supported, but he said he has some real concerns and it's not that the board members do not care about the employees. He stated his support of any pay raise given to employees over the past eight years, but he only wants to do what is best for the employees long-term, and he hopes everyone understands that all the board members only want to do what's best for all employees long-term. Mr. Guin stated there will be a dependence upon the state this year in order to make the commitments promised to the employees last summer, and also asked everyone to remember the board does not want to go back to a position 3 years ago where employees were laid off; and while he understands the saying "a bird in the hand is better than two in the bush", he also understands the other statement of "having your cake and eating it too" as you can't spend the \$4 million twice and he hopes this spreads as quick as the comment made about the Christmas bonus.

Mr. Burton said he has worked for 38 years in the school system and appreciates, as a teacher, the importance of increments and he has never during his time on the board voted against any increment. He supports this increment, but he does not like the way it came to the board. Mr. Burton said the superintendent was asked to look at this and bring a recommendation back to the board and he agrees with what the superintendent says when she says it could be bad down the road. He also said there is a correct way to ask for something, and it is wrong to falsify information and say the board does not care.

Mrs. May announced that she received more than 300 emails regarding this matter and she thanks everyone for sharing their thoughts with her. She said the board appreciates the employees' hard work and for making a difference in our schools. Mrs. May encouraged the employees to continue their dedication in the school system and doing the good work, but asked that when coming to the board to do the right thing and listen to the board. She stated she hopes she does not see similar behavior from the employees in the future when approaching the board about anything. Board member May stated she will do the right thing for the children and employees in the school system and she will support the supplement being proposed and asked that all employees accept it in the right manner.

Mrs. Hardy said she has heard all the discussion and she too worked for 30 years in the schools system, 25 years in Caddo, and she prefers a raise that would increase the salary rather than a one-time supplement and does not agree with the manner in which it was presented to the board. She asked the superintendent for her decision on the employee compensation and the superintendent answered that she has no comments.

Ms. Priest stated that she wishes to go on record regarding the flawed manner in which the issue was presented and it was disrespectful to each board member and while there are some who have distorted the truth and the facts and the impression in the community is there is a school board that does not support its teachers and support personnel and the record reflects differently. She asked the employees to remember the supplement they received in May as well as the 5% pay

raise in the summer. Ms. Priest said she is elected to represent the constituents in District 7 to look out for the students in the Caddo Parish School District and to vote with her colleagues and provide a quality education for all the children. She said she understands to do so, there is a need to have the best and the brightest to deal with our most precious resource. She said she understands everyone wants to make more money, but in the field of education, it's about the children and those in education must love doing what they do. In being a good steward of the District's monies, the tax dollars, she finds it fiscally prudent to support a permanent increase in the base salary, which is a long term benefit; and in her opinion, it is not in the best interest to utilize dollars for a quick fix effort.

Mr. Rachal stated that since he has been serving on the board, the board has been prudent in the decisions it has made. He noted that when he began serving on the board there was approximately \$2.5 million in the General Fund and while we have had some wonderful windfalls, we have a wonderful fund balance. He said he believes the board has accomplished a lot and noted the things the board has done this year and he has been beat and pressed on this issue. Representing a large number of constituents, he has been pressed to the extent they want him to do something and he feels he has a responsibility when those he represents asks that something be presented to the board, he needs to do so, whether the board agrees or disagrees. Mr. Rachal stated this item has been brought before the board because many board members have been pressed to deal with this matter and since it is here, the board will address it. He said while he could not vote for a permanent pay raise at this time, he can support this supplement today. He also asked that the pay schedules be looked at and a determination made as to what the priority is as the board needs additional information on MFP funds, new dollars coming in (sales taxes, property taxes, etc.) as the board can't spend recurring dollars if there is not recurring revenues. Mr. Rachal stated he supports the motion brought to the board and that the board should move forward.

Mr. Burton called for the question on all substitute motions and motions. The motion was seconded by Mr. Henderson and vote on the motion to end debate carried unanimously.

Vote on the substitute motion failed with Board members Guin, Burton, Crawley, May, Crawford, Rachal, Armstrong and Henderson opposed and Board members Hardy, Phelps, Priest and Ramsey supporting the motion.

Vote on the main motion carried with Board members Hardy and Priest opposed and Board members Guin, Burton, Crawley, May, Phelps, Crawford, Rachal, Ramsey, Armstrong and Henderson supporting the motion.

Mr. Henderson left the meeting at approximately 6:45 p.m.

SUPERINTENDENT'S REPORT

Update on CPSB Construction Projects. The superintendent reported that this report was provided in the *Weekly Briefing*.

Feeder Pattern Proposal for Booker T. Washington High School. The superintendent reported that work is ongoing with the board-appointed Focus Group.

Draft Policy that Requires CPSB to Report Truancy to State Agencies. Mrs. Tyler stated that this is being addressed by Mr. Abrams.

Information on Study to Extend School Days. The superintendent announced that the calendar committee is still working and something was sent to the board in the *Weekly Briefing*. Mr. Rachal asked that as the calendar committee meets that they look at all the options and as long as information is being sent to this committee for consideration, it can be removed from Superintendent's Report.

Review/Comparison of Employee/Teacher Salaries. The superintendent reported that statewide comparisons were sent in the *Weekly Briefing* and asked Mr. Ramsey if he wished staff to continue. Mr. Ramsey stated that it can be removed from the Superintendent's Report and that he will get with the superintendent after the first of the year.

Pay Scales. Mr. Guin asked that this item be removed from the Superintendent's Report until after the legislative session later in the year.

Increase Principals' Contract and Salary to 12 Months. Mrs. Tyler announced that a survey was sent to the principals and information will be sent to the board in the *Weekly Briefing*.

Process of Acquisition of Land Adjacent to C. E. Byrd High School. The superintendent reported that information was sent to the board.

Update on Dual Enrollment. Mrs. Tyler reported that this update had been provided. Ms. Phelps asked if staff will follow up on the list of schools that are not offering dual enrollment to determine why and that she is looking at the possibility of providing the opportunity for the students at all the schools.

ANNOUNCEMENTS AND REQUESTS

Mrs. May said to the board members that she has enjoyed working with the board during 2006 and expressed appreciation to the superintendent for the hard work.

Mrs. Armstrong expressed appreciation to the superintendent, her assistants, teachers, and support personnel for helping Caddo be the wonderful school system it is. She also asked that everyone remember that the school board works hard and the superintendent does a yeoman's job and that it's good to say thank you and she wishes everyone a Merry Christmas.

Mr. Guin said that unfortunately the board has a policy not to speak with visitors who address the board about various matters. He encouraged all employees to read the Insurance Newsletter and understand that because of the outstanding job Mr. Watson does, along with his staff, Caddo has outstanding insurance rates when compared to what other corporations do.

Mrs. Armstrong also added that there are a lot of good insurance agents and plans, but being self-insured and having Blue Cross/Blue Shield has been very beneficial to Caddo's employees. She shared about attending a meeting in Baton Rouge and addressing the state plan for state employees and the fact that they had a 20% increase where Caddo had a 5 or 8% increase. Mrs. Armstrong said Caddo is very fortunate to have the plan it has.

Mrs. Hardy thanked the superintendent for her hard work and thanked the staff for everything they do.

Mrs. Crawford reiterated the comments about the insurance Caddo has and the fact that it is better than any other in the state.

Ms. Phelps encouraged those attending the meeting in the audience to attend future meetings in order to hear the discussion first-hand and that she is proud to serve in the Caddo District.

Ms. Priest encouraged the members of the audience to attend future meetings of the board in order to hear first-hand the discussions on the issues coming before the board and to also review minutes of the meeting which are posted on the web site.

Mrs. Hardy thanked Mrs. Crawford for her comments regarding the insurance Caddo has and her experience on the committee that worked for one and one-half years to get this good plan for Caddo's employees.

EXECUTIVE SESSION

Student Readmission Appeal Hearings. *Mr. Burton moved, seconded by Mr. Guin, to accept staff's recommendation in the student readmission appeals for students with initials E.P., C.H., M.H., and B.J. Vote on the motion carried unanimously.*

Legal Updates for Jones, et al v. CPSB, et al and W. R. Grace *Mr. Burton moved, seconded by Mrs. Crawley, to go into executive session for two legal updates for up to five minutes. Vote on the motion carried unanimously and the board went into executive session at approximately 7:08 p.m.*

The board reconvened into open session at approximately 7:23 p.m. *Mr. Guin moved, seconded by Ms. Priest, that the CPSB withdraw its claim in the matter of W. R. Grace, No. 01-01139 (jointly administered with 9300, 9302, 9315 and 12405), U.S. Bankruptcy Court, District of Delaware. Vote on the motion carried unanimously.*

Adjournment. *Mr. Burton moved, seconded by Mrs. May, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 7:25 p.m.*

Ollie S. Tyler, Secretary

Ginger Armstrong, President

January 9, 2007

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:55 p.m. (immediately following a special called meeting of the CPSB) on Tuesday, January 9, 2007, with President Phillip Guin presiding and Willie Burton and Bonita Crawford present being a quorum. Other school board members present were Eursla D. Hardy, Charlotte Crawley, Tammy Phelps, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Ollie S. Tyler, Legal Counsel Reginald Abrams, staff and other visitors. The invocation and Pledge of Allegiance were omitted.

PRESENTATIONS

Child Nutrition Programs. Assistant Superintendent for Support Services Richard Lavergne introduced Jacqueline Solomon, director of child nutrition programs for Caddo Parish schools. Ms. Solomon introduced staff members present and shared with the board a power point presentation on the various aspects of the department. Ms. Solomon stated it is the primary goal of the Child Nutrition Programs Department to make available to all students meals of maximum nutritive value at a minimum cost and in a safe, clean environment. Highlights of the presentation included such statistics as 29,000 lunches and 12,000 breakfasts being served each school day and Louisiana ranks among the top in the nation in serving its students. Ms. Solomon shared with the board the history of the development of a child nutrition program in the nation's schools and how it has grown. She explained that revenue for the child nutrition programs is obtained mainly from the Federal Government through reimbursement of meals served to students as well as from state equalization funds. Extra funds are also received from the sale of meals and extra servings to students and employees. Ms. Solomon noted the largest expense is for the salaries and benefits of the department's 500 plus employees, with the cost of salaries and benefits being \$11 million a year. She added that in addition to the cafeteria employees, the department also has employees in accounting, auditing, payroll, information technology and the warehouse. The second highest expenditure, according to Ms. Solomon, is the food expenditure, with over \$6.5 million a year being spent. She added that last school year over 5 million lunches, 2 million breakfasts, and 37,000 after-school snacks were served. Ms. Solomon also reported that Child Nutrition contributes to the general fund for security, utilities, and garbage collection. As training is vital for the success of any program, Ms. Solomon reported that each school year begins with a back to school workshop with a motivational speaker and several breakout sessions. Ms. Solomon explained that the Federal Government in Section 204 of the Child Nutrition Programs and WIC Reauthorization Act of June 2004 is what set forth the requirements for each school district to create a wellness policy which was implemented in June 2006, and she highlighted the various events which have been put into place allowing students, parents and the community to participate. Ms. Solomon reported it is proven that students who eat well attend school more, concentrate on their studies more, have fewer discipline problems and score higher on tests. She said school meals are also economical and help stretch the food dollars at home. In closing, Ms. Solomon asked that the board encourage more student involvement in the child nutrition programs available for their benefit and invited board members to also participate.

Mr. Guin asked Ms. Solomon how many surrounding districts have actually raised their lunch fees for students last year? Ms. Solomon stated she believes they all did, however, Caddo did not. Mr. Guin asked if an increase is anticipated for the coming school year? Ms. Solomon responded that food prices have continued to increase, as well as the supplies needed to make the meals happen, along with labor and benefits.

Mr. Guin also recognized Senator Lydia Jackson in attendance at today's meeting.

Little Kids Rock Program Update. Assistant Superintendent for Academic Affairs Wanda Gunn introduced Leisa Edwards, middle school director, Kathy Rettelle, music supervisor and Linda Johnson, human resources administrator, to bring an update on the guitar program for Caddo's elementary, middle and high school students sponsored by the James Burton Foundation. Leisa Edwards stated that on April 11, 2006, the CPSB supported moving forward with the partnership with Little Kids Rock and the James Burton Foundation, an innovative, non-profit organization whose goal was to provide a guitar and free music lessons to any and every student in Caddo Parish who wanted to play the guitar. Ms. Edwards shared a power point

presentation with the Board showing accomplishments in the program to date, a showcase of the schools, and a performance by the Little Kids Rock second year students from Herndon. Ms. Edwards stated that staff is looking to add more schools in the 2007-2008 school year and recognized the partners in this proposal. She announced that Linda Johnson orchestrated this partnership with Little Kids Rock and the James Burton Foundation in Caddo Parish schools, and criteria was developed based on Little Kids Rock guidelines; and upon the superintendent's approval, packets were sent to all schools about this opportunity. She explained that schools were selected based on completion of the packets and the teacher's willingness to participate in a two-day professional development workshop provided free of charge by David Wish, the founder of Little Kids Rock. Ms. Edwards also presented each board member with a packet that included a Little Kids Rock pin and badge which was made in Caddo's professional development center, a Little Kids Rock newsletter, and a list of participating schools and teachers in Caddo Parish. Following recognition of the Little Kids Rock Committee, Kathy Rettelle, music supervisor, and all the students, teachers and participants in Little Kids Rock, the board members and audience heard Colby Middleton, Matt Stuart, Daniel Terry, Layton Porter, and Nick Tingle share a musical number while viewing a video of this program's activities in Caddo schools.

Linda Johnson, who is also a member of the James Burton Foundation board of directors, stated that it's because of the generosity of the Foundation and the partnership of Little Kids Rock that 600 Caddo students were presented guitars, which can become these students own property. Ms. Johnson said this program is touching the lives of the children in our community and shared with those present that it also would not be the success it is without the teachers, principals and support staff. A video of testimonies from those who have been helped and encouraged by Mr. Burton and his love of music and his community was also viewed, including clips of Elvis Presley performances as Mr. Burton played lead guitar for Elvis.

Ms. Edwards recognized the community partners (PTA, James Burton Foundation) in attendance. Ms. Johnson recognized the PTA, the Caddo Career Culinary Arts Department, Shreveport Chamber of Commerce, Kon Tiki, as well as media representatives present and thanked them for their continued support. Ms. Johnson also recognized Larry and Kathleen Porter, Rodney Harrington, Alisha LaMonte (Steelscape Inc.), Arleena Acree (Media, Film and Entertainment representative for the City of Shreveport), Janie Landry (Deputy Director of the Downtown Development Authority and the Director of the James Burton International Guitar Festival), and members of the Burton Family (Betty Ann and James Hobdin, Mrs. Burton, Sr.; Taylor Burton (granddaughter), Jeff Burton (son), Louise Burton (James Burton's wife), and James Burton). Special presentations were made to the superintendent and to James Burton. Following a musical tribute by students from Herndon, James Burton expressed appreciation to the students, the board, the superintendent and staff and announced that on April 1st, the students are invited to participate in the musical tribute at Municipal Auditorium.

Ms. Edwards stated that some additional schools have indicated an interest in participating in the program and packets will be sent out after testing to those who are interested. Ms. Phelps noted that Keithville has some students interested in participating.

Recess. President Guin called for a five-minute recess at approximately 5:45 p.m. and the board reconvened in open session at approximately 5:53 p.m.

EXECUTIVE COMMITTEE – ESTABLISH THE AGENDA FOR THE JANUARY 23, 2007 CPSB MEETING

Superintendent Tyler highlighted the proposed agenda items for the January 23, 2007 Caddo Parish School Board meeting and the following discussion ensued. The superintendent requested that the following items be added to the January 23rd agenda: (1) Resolution regarding funding for nurses in all Caddo schools, (2) Resolution calling for a tenured hearing, and (3) an executive session regarding Wendell DePrang and a letter received from his legal representative.

Resolution Providing for the Opening of the Sealed Bids Received for the Purchase of \$20,000,000 of General Obligation School Bonds, Series 2007. Barry Rachal inquired about the balance on the bonds following the sale of these bonds totaling \$20,000,000? Ben Wreyford, director of finance, responded this is the 4th issue of bonds from the bond package and there is one more to be issued next year in the amount of \$14.2 million.

Board Room Technology Upgrade. Ms. Phelps stated her appreciation for the information provided on this proposal and asked about the difference in this proposal and Mr. Henderson's proposal? Mr. Guin asked board members to note that the funding for this proposal is not from the General Fund. Joe Brown explained that he believes the \$25,000 of Mr. Henderson's proposal was only a component of the renovation being proposed at that time. Mr. Brown further explained that the board room is used many days during the month for professional development, training, community meetings, etc., and it is necessary to replace the sound system. The staff also is recommending strategically placed monitors to allow for better viewing for the audience, new audio/video equipment, and the capability of subdividing the room so more than one meeting can be conducted at a time. Ms. Phelps asked about the funding source for the proposed renovations? Mr. Brown explained the funding was generated through the E-rate discounts received from the Federal Government which we have applied for on the Distance Learning equipment and other projects. Ms. Phelps asked if this proposal includes paperless board meetings? Mr. Brown stated this does not affect board member per se, but more for updates for the room for use by the general public and for staff development. He added that some of the money will be used for some wiring work on the board's horseshoe. Ms. Phelps asked if it will be possible to, at a later date, incorporate a paperless system? Mr. Brown responded yes, if that is what the board desires to do. Mrs. Tyler also stated that the vision is to have a Phase II and address the board's needs in these updates. Ms. Phelps asked if the equipment in Phase I will be equipment that can easily be incorporated in the future updates and growth? Mr. Brown responded yes and it will be designed for that growth in mind. Mrs. Crawley asked if the proposed renovations to the board room will make it more like conference rooms with technology? Mr. Brown responded that is correct. Mrs. Tyler further stated that many meetings/workshops are held in the board room; however, the board room does not have the same technology available as is available in the Staff Development Center. Mr. Guin asked if he understands that the monitors, which will allow the light board to be replaced, will not be added until Phase II of the proposal? Mr. Brown stated he believes it can be incorporated in Phase I of this effort. Mr. Guin stated he hopes that can happen. Mr. Ramsey asked that consideration be given to some sort of satellite link whereby professional training can be brought in. Mr. Brown explained this can be done now with the Mobile Distance Learning equipment recently purchased by bringing it into the board room. Mrs. Tyler also added that part of the funding will come from the 2004 bond renewal, and also noted that Mr. Brown and Mr. Guin traveled to Dallas to observe how that school board's system is set up. Mr. Guin explained that he never added this item to the agenda, because at the time the funding would have come from General Fund, which is the same reason Mr. Henderson did not place this item on the agenda. Mrs. Tyler also explained to Ms. Phelps relative to the \$25,000 that this addressed the software only and that the entire project would cost the district over \$100,000.

Superintendent's Report. Dottie Bell requested that an item be added under Superintendent's Report addressing the problem of the over-aged students in our system (elementary, middle and high school). Ms. Bell said teachers are frustrated teaching these students who are not motivated or interested because they are too old, too mature for the student in the classroom. She said they are distracting the students who wish to learn and are setting a bad example for the regular students in the classroom, because they bully these students who are afraid of them and cause them to also be disruptive. Ms. Bell said she sincerely believes we can help these over-aged students by developing a basic curriculum that will prepare them to enter into the workforce. Ms. Bell stated that she is recommending the formation of a committee to include a curriculum supervisor, 3 principals from each level, 3 teachers, counselors and behavior intervention specialists, attendance supervisor, two board members (one of which includes herself) and the superintendent or her designee. She said the committee members selected from the school should be persons who are presently working with the over-aged students. Ms. Bell said this problem needs brainstorming and solutions worked out that will help relieve the students and teachers from this existing problem. Ms. Bell asked that this committee be formed quickly and the members selected by the next board meeting and that the committee should be in-house at the beginning and later taken to the community for input. Ms. Bell stated she understands the Focus Group is addressing several areas, but she wants this committee to address over-aged students only. She said she believes that in six to seven months something could be put together to address this matter and help these students.

Mr. Guin responded he can list it as a request under the Superintendent's Report and ask Mrs. Tyler to work with Ms. Bell and bring a report back to the board or place it on the agenda as a separate item for action. Ms. Bell indicated she wishes it to be placed under the Superintendent's

Report. Mr. Burton added that there is a form for submitting requests of the Superintendent, because if the board begins discussing it, we would need to suspend the rules; however, if placed under Superintendent's Report, it will be Ms. Bell's item until she decides to make it an item on the agenda for the board's consideration. Mrs. Tyler stated that she will meet with Ms. Bell and bring her up to date on what is in progress to address this concern.

Mrs. Crawley asked that "D" under Superintendent's Report be modified to gather additional information, re: information from school systems that have principals on 12-month contracts. She stated her reason is she does not receive many calls from high school principals because they are at the schools practically 12 months a year, but she does receive many calls from the elementary teacher applicants who have applied in Caddo as well as Bossier, Webster, or other surrounding parishes and they are waiting on Caddo to respond, but because principals are not at the schools during the summer, the other parishes seem to be recruiting them.

Mr. Guin asked that an item be added to the January 23rd agenda to authorize the board president to authorize staff to spend up to \$2,000 for a retreat/workshop to be held in either January or February 2007. Mr. Guin asked board members to look at their calendars and phone Debbie Lohnes and let her know Saturdays that are available. He said the purpose of this retreat is to look at some long-range planning so board members' concerns can be addressed. Mr. Rachal asked that ideas and suggestions be submitted to the president ahead of time so everyone has an idea what to expect. Mr. Guin said he has met with the superintendent and his thought is this will be an interactive agenda, one in which the board and the superintendent work together to establish.

Ms. Bell stated that she believes this retreat is a good idea and as a new member of the board, she is in need of some orientation.

Ms. Phelps asked if staff has had an opportunity to visit the Arts Application Workshop sponsored by SRAC. Mrs. Gunn indicated she was not aware of it. Ms. Phelps shared with staff a copy of the application she received through the Lt. Governor's office.

President Guin recommended that items 10-20 as the consent agenda. *Mr. Burton moved, seconded by Mrs. Crawford, approval of the agenda and proposed consent agenda for the January 23, 2007 CPSB meeting as presented. Vote on the motion carried unanimously.*

Adjournment. *Mr. Burton moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 6:25 p.m.*

January 9, 2007

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, January 9, 2007 with President Ginger Armstrong presiding and the following school board members present being a quorum: Phillip Guin, Eursla D. Hardy, Willie Burton, Charlotte Crawley, Tammy T. Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey and Dottie Bell. Mrs. Armstrong announced that Lola May is absent due to a car accident. Also present were Secretary Ollie S. Tyler, and Reginald Abrams, legal counsel. Board member Barry Rachal gave the invocation and led the Pledge of Allegiance.

ADMINISTER OATH OF OFFICE

Mrs. Armstrong invited guests and family members that wished to join the board on the podium for the administering of the oath of office to come forward. The Honorable Carl Stewart, United States Fifth Judicial Circuit Court of Appeals Judge, administered the oath of office to all CPSB members present.

ELECTION OF OFFICERS FOR 2007

Mr. Rachal moved, seconded by Mr. Ramsey, that the election of officers for 2007 be by slate. Mr. Burton stated for the record that even though he is opposed to slates, because there is no one challenging any board member, he will vote for the slate today. Vote on the motion to vote by slate carried unanimously.

Mr. Rachal moved, seconded by Mr. Ramsey, approval of the following slate of officers for 2007 – President – Phillip Guin, First Vice President – Willie Burton, and Second Vice President – Bonita Crawford. There being no other nominations, the president declared the nominations closed. Vote on the slate presented carried unanimously.

PRESIDENT AUTHORIZED TO USE FACSIMILE SIGNATURE

Mr. Burton moved, seconded by Mrs. Hardy, to authorize the president to use a facsimile signature. Vote on the motion carried unanimously.

Adjournment. *Ms. Phelps moved, seconded by Mr. Guin, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 4:42 p.m.*

Ollie S. Tyler, Secretary

Ginger Armstrong, President

January 23, 2007

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, January 23, 2007 with President Phillip Guin presiding and the following school board members present being a quorum: Willie Burton, Charlotte Crawley, Lola May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Ollie S. Tyler and Legal Counsel Reginald Abrams. Following a time of silent meditation, the Pledge of Allegiance was led by Willie Burton.

Mr. Guin announced that Mrs. Hardy is out of town and asked everyone to remember her in their thoughts and prayers in the recent loss of her husband.

Mr. Guin stated that the reason for Mr. Burton's asking for a moment of silent meditation rather than praying is due to a recent ruling from the 5th Circuit Courts, and Mr. Abrams further explained that the ruling is going to be up for rehearing probably before the entire 5th Circuit Court of Appeals and during this time, he has cautioned the board to follow the opinion already rendered by the court until it becomes final.

CONSIDERATION OF MINUTES OF THE DECEMBER 19, 2006 AND JANUARY 9, 2007 CPSB MEETINGS

Mr. Burton moved, seconded by Mrs. Crawley, to approve the minutes of the December 19, 2006 and January 9, 2007 CPSB meetings as submitted in the mailout. Vote on the motion carried unanimously.

ESTABLISHING THE AGENDA AND PROPOSED CONSENT AGENDA

President Guin classified agenda items 10-11 and 14-20 as the consent agenda.

RESOLUTION PROVIDING FOR THE OPENING OF THE SEALED BIDS RECEIVED FOR THE PURCHASE OF \$20,000,000 OF GENERAL OBLIGATION SCHOOL BONDS, SERIES 2007

Grant Schlueter, bond counsel with Foley, Judell, announced that Ben Wreyford is in his office to receive electronically the bids for the purchase of \$20,000,000 of General Obligation school bonds, Series 2007. *Mr. Burton moved, seconded by Ms. Priest, to approve the following resolution providing for the opening of the sealed bids received for the purchase of \$20,000,000 of General Obligation school bonds, Series 2007.*

RESOLUTION

A resolution providing for the opening of the sealed bids received for the purchase of Twenty Million Dollars (\$20,000,000) of General Obligation School Bonds, Series 2007 of Parishwide School District of Caddo Parish, Louisiana, approving the Official Notice of Bond Sale and Official Statement in connection therewith, and authorizing the President and the Secretary of the Parish School Board to sign copies thereof as evidence of the approval thereof.

BE IT RESOLVED by the Parish School Board of the Parish of Caddo, State of Louisiana, acting as the governing authority of Parishwide School District of Caddo Parish, Louisiana (the "District"):

SECTION 1. This Parish School Board (the "Governing Authority") does now proceed in open and public session to open the sealed bids received for the purchase of Twenty Million Dollars (\$20,000,000) of General Obligation School Bonds, Series 2007, of Parishwide School District of Caddo Parish, Louisiana, authorized and duly advertised for sale by virtue of a resolution adopted on December 19, 2006.

SECTION 2. The official Notice of Bond Sale and Official Statement prepared in connection with the sale of the aforementioned Bonds, and the information contained therein, are hereby approved by this Governing Authority and the President and the Secretary of the

Governing Authority are hereby authorized, empowered and directed to sign copies thereof as evidence of the approval of the District.

This resolution having been submitted to a vote, the vote thereon was as follows:

MEMBERS:	YEAS:	NAYS:	ABSENT:	ABSTAINING:
Phillip R. Guin	X			
Eursla Hardy			X	
Willie D. Burton	X			
Charlotte Crawley	X			
Lola May	X			
Tammy T. Phelps	X			
Bonita Crawford	X			
Barry F. Rachal	X			
Larry Ramsey	X			
Ginger Armstrong	X			
Dottie Bell	X			
Lillian Priest	X			

And the resolution was declared adopted on this, 23rd day of January, 2007.

/s/ Ollie Tyler

/s/ Phillip Guin

Secretary

President

Vote on the motion carried unanimously. Mr. Schlueter distributed to the board the bid results, noting that the low bid is A. G. Edwards with a bid of 4.36%. Mr. Schlueter noted that this is the same rate as the last bond sale and is consistent with the 05 sale and better than the 04 sale. He remarked that with respect to the bond insurance, Caddo qualified for five of the six national bond insurers for bond insurance on the issue and the bidders are bidding with bond insurance so Caddo will be elevated to AAA and this in large part contributes to the low interest rate received. He added that the two rating agencies, Moody's and S&P, reaffirmed Caddo's bond rating, and Caddo continues to be on top relative to school board credit ratings which also contributes to the low interest rate. Mr. Schlueter reported that Mr. Wreyford has copies of the credit reports available from Moody's and Standard and Poors encouraged board members to read these. He also said that the two rating agencies again emphasize two very important points - sound financial performance of the school board and the low debt burden to taxpayers by the school board itself. He said the report also further reiterates those things they have said about the school board in the past, and that is Caddo is at the very top of the ratings for school boards in Louisiana.

SPECIAL RECOGNITIONS/PRESENTATIONS

On behalf of the CPSB and staff, Burnadine Moss Anderson, executive assistant to the superintendent/communications, made the following special recognitions. The president and superintendent greeted and presented each honoree with a certificate/award for their outstanding accomplishments. Parents, school administrators, staff and other guests also were recognized.

Semi-Annual Progress Report. Superintendent Ollie Tyler shared with the board and audience an update on the Board's goals and objectives for the first half of the 06-07 school year. The highlights included accomplishments toward meeting the 23 objectives under Priority Goal 1, the 8 objectives for Priority Goal 2, the nine objectives for Priority Goal 3 and the 5 objectives for Priority Goal 4. Mrs. Tyler said the highlights in the Academic Affairs area include 3,204 teachers enrolling in professional development activities and earning 24,919 CLUs since July 1st, 49 additional teachers have become highly qualified since July 1; 79 additional teaching positions were funded with Title 2 and Educational Excellence Funds; 17 participants were selected and are participating in Caddo's Administrative Internship Program; 168 teachers were funded through tuition exemption for 240 courses; Bethune's Middle Academy Sixth Grade

Center successfully opened with over 150 parents attending each of the three sessions; \$10,326,579 has been received through grants, and approximately 2,500 people participated in the Healthy Initiative kick-off.

Mrs. Tyler highlighted the following accomplishments from the Human Resources Division: administrators processed more than 450 new teacher hires, all Caddo employees received a 5% raise and a \$500 supplement since July; 97.01% of teacher absences were staffed as of mid-December; Southwood High School hosted a successful Teacher Recruitment Fair; attendance supervisors and facilitators made 1,050 home visits, 1,285 home verifications, and 12,464 phone calls thus far in 2006-07. She added that 109 over-aged middle school students (16 years old and potential dropouts) have been routed to the Options Program to obtain a GED; 504 specialists reviewed 708 IAPs; vision and hearing screenings were conducted for 12,632 students, health plans were completed for 82 504 students, 147 general education students and 465 special education students; approximately 98% of all paraprofessionals in the parish are “highly qualified” based on NCLB requirements; and the nursing staff conducted workshops to address new approaches to student health such as emergency medication, diabetes, tube feeding, elimination and immunization.

Under the Support Services Division, Mrs. Tyler reported that the Insurance Department negotiated an exceptional renewal rate for the group medical insurance plan; the Booker T. Washington gymnasium and wings at Turner, Riverside and Ridgewood have been completed; the Maintenance Department completed 98% of all submitted work orders; the Child Nutrition Department has promoted and increased participation with an average of 12,000 breakfasts and 29,000 lunches being served parishwide each school day, and the Transportation Department converted to a new map service, Edulog, for the purpose of bus routing along with mapping school attendance zones, and approximately 7,000 bus stops twice a day. Mrs. Tyler reported that the Security Department and Crisis Response Team together revised the Crisis Response Plan, conducted inservices for employees at school sites and at central office, reissued notifications and updates to principals outlining methods to secure school campuses, and the Construction Capital Projects Department had a total of 122 major projects totaling more than \$45 million the first half of the school year. She announced that the Finance Department received a Certificate of Achievement for Excellence in Financial Reporting presented by the Government Finance Office Association, and received a certificate of achievement for excellence in financial reporting presented by the Government Finance Officers Association, and a certificate of excellence in financial reporting presented by the Association of School Business Officials International. Major upgrades and repairs to alarms were also provided at 12 schools along with camera installations at five schools. Also, the Information Technology Department is in the process of deploying video conference and Distance Learning in every school. The School Maintenance Department purchased and issued 20 zero radius riding lawnmowers to large campuses for more effective and efficient lawn care.

The superintendent reported that under the Superintendent’s Division highlights include the completion of 13 school audits and five operational financial audits, the naming of the 2006 Teachers of the Year and one Regional Teacher of the Year, publication of articles and features in special journals, Focus Group and Town Hall meetings to receive input on the Comprehensive Enhancement Plan for Students and Schools, and recognition of students and staff for awards and achievements at the local, state, regional and national levels. Mrs. Tyler stated a net total of 150 Opportunity Caddo Fair Share prospective vendors were added during the first half of this school year for tracking purposes, an increase of 20% from the previous school year, 12% of the general contracts awarded during the first half of the 2006-07 school year went to Opportunity Caddo Fair Share businesses and Women-owned businesses totaling \$366,000.

Mrs. Tyler thanked everyone for their attention to the progress report.

Dottie Bell asked about the staffing of teachers and if we have placed all the highly qualified teachers and what is the percent of highly qualified teachers in Caddo. The superintendent responded that staff has just completed submitting all the LEEDS data to the state and this information will be sent to the board as soon as she gets the final figures on this.

Mr. Rachal pointed out the grant writing skills and the fact that Caddo schools have received over \$10 million in grant funds and expressed appreciation to everyone involved in this success.

The superintendent stated that schools are writing more and more grants and the grantwriter manager is also doing a lot with community people.

Mr. Ramsey expressed appreciation to the attention given to the overaged middle school students and elementary school students over the past several years as the numbers reflect a reduction and asked the superintendent to continue the focus in this area.

1st Louisiana LEGO League Tournament. The following students from Linwood Middle School were recognized for winning the Outstanding Effort Award at Louisiana's 4th Annual First Lego League Tournament – Deandra Banks, James Cooley, Parrish Grandberry, Shane Peterston, Erica Raphiel, Tara Robinson, Travon Smith, Dequantarius Speed, and De’Nita Washington. The Linwood RoboCats received this award for showing outstanding effort in all four categories judged. Mrs. Patty Desormeaux is the coach and teacher of the RoboCats Robotics Team.

National Reading Association Award. Dr. Debbie Rickards, instructional coordinator at Shreve Island Elementary, was recognized for writing an article, “*Connecting Reading and Writing Through Author’s Craft*”, that appeared in the December 2006/January 2007 issue of *The Reading Teacher*.

Milken Award. Mrs. Mary Harris, teacher at Summer Grove Elementary, was recognized for receiving a \$25,000 cash award for her personal use from the Milken Foundation. Mrs. Harris received the Milken Family Foundation National Educator Award at a surprise assembly at Summer Grove Elementary School and was chosen by the Foundation because of her exceptional educational talent as evidenced by outstanding instructional practices in the classroom, school and profession; outstanding accomplishments and strong long-range potential for professional and policy leadership and because of her engaging and inspiring presence that motivates and impacts students, colleagues and the community.

National Board Certified Teachers. The following 14 teachers were recognized for attaining National Board Certification, which recognizes the development of professional standards that define what accomplished teachers should know and should be able to do. Leanne Burt, C. E. Byrd High; Katie Chirhart, Shreve Island Elementary; Timothy Daniels, Ridgewood Middle; Antoinette Edwards, Judson Elementary Magnet; Laurel Edwards, South Highlands Academic & Performing Arts Magnet; Jennifer Hicks, E. B. Williams Stoner Hill Elementary; Vicki Jacobsen, Judson Elementary Magnet; Stephanie Johnson, C. E. Byrd High; Pamela Morgan, Blanchard Elementary; Sara Reeks, E. B. Williams Stoner Hill Elementary; Karen Schilling, Summerfield Elementary; Melissa Shaw, E. B. Williams Stoner Hill Elementary; Dianne Studdard, Ridgewood Middle and Wendy Woodham, Midway Professional Development Elementary. Mrs. Anderson announced that in addition to the \$1,000 given to each of the nationally certified teachers from Caddo Parish, each will receive \$5,000 a year for 10 years from the state. She also stated that the new 14 National Board Certified Teachers brings the total in Caddo to 67.

National Board Certified Counselors. Mrs. Anderson announced that Caddo has 116 counselors in Caddo Parish, 26 of which are now nationally certified. The following five counselors are the newest nationally board certified counselors: Tressie Charles, A. C. Steere Elementary; Krista Wilburn, University Elementary; Gloria Prelow, Vivian Elementary/Middle Magnet; Melissa Williams, Walnut Hill Elementary/Middle; and Shonnye Leach, Walnut Hill Elementary/Middle.

Presentation to 2006 CPSB President. President Guin presented Ginger Armstrong a plaque in appreciation for her leadership and service as president of the CPSB for 2006. Mrs. Armstrong thanked the board for the presentation and for their support throughout 2006.

Willie Burton. Mr. Guin recognized Mr. Burton for having his 4th book published on the history of Southern University-Shreveport.

Recess. The board recessed at approximately 5:27 p.m. and reconvened into open session at approximately 5:37 p.m.

VISITORS

Jackie Lansdale, President of the Caddo Federation of Teachers and Support Personnel, addressed the board on matters of concern of the Federation, namely the 07-08 School Calendar. She stated that it was in 2003 that the board wished to explore alternatives to the traditional 360 minutes per day x 177 days a year used to acquire 63,720 instructional minutes per year. She said that BESE policy and state law allows for a parish to change the minutes per day as long as you meet the state requirements for all Carnegie units and the total number of minutes per year. Knowing that other districts were doing this, there was an attempt to explore this option and hopefully get as many minutes prior to mid-term testing. She said at that time the Calendar Committee met and provided the board with several options including a calendar adding 15 instructional minutes to the day and reduced the number of contact days from 89 per semester to 85. She also added that because of the reconfiguration of the added minutes per day, it provided the highest number of instructional minutes before the state testing. Mrs. Lansdale also stated that polling resulted in 55% of Caddo's teachers supporting this calendar even though Caddo's administration didn't support it and came up with reasons that were never fully explained or challenged. She said the obstacles were never addressed in order to secure a calendar that would allow starting later, end the first semester before Christmas, have a few necessary breaks, end earlier and maximize the number of minutes before testing. She said in summary that the board opted to stay with traditional calendar of 177 days at 360 minutes per day.

She said, again in 2006, the Board asked the Calendar Committee to explore an extended day, reduced contact day calendar and the Calendar Committee, in compliance with the board's request, a survey was placed on the Caddo Parish School web site whereby employees could indicate their preferences and the majority of the employees voted to extend the day 15 minutes and reduce the number of contact days in each semester. Mrs. Lansdale explained that the Calendar Committee looked at several types of calendars inclusive of this type and were asked to discuss the pros and cons of each. She said administrators on the committee, who by the way make up the majority of the committee, when once again were asked to look at the extended 15-minute and less contact days, brought back only reasons why this could not be done, i.e. having to pay two employee groups impacting by less contact days (bus drivers and cafeteria techs, loss of money for meals not served, and how to add 15 minutes to the high school when they are already getting out at 3:30. Mrs. Lansdale indicated these are the same issues discussed in 2003 and it was evident that no effort had been made to resolve these concerns. She said the committee members present at the last meeting voted to approve a single calendar and this is not what the board asked for and the Federation's vote was no. She said the committee not only ignored the board's mandate, they approved a calendar that ignored the educators' input again. Mrs. Lansdale indicated that the calendar has students reporting on August 14th, only 4 days later than last year and they believe those four days are carved out at the expense of teachers, with no fall break, and the first Christmas holiday is December 24th. She said the proposed calendar has unbalanced semesters with all schools issuing Carnegie Units having to insure that they meet the appropriate number of instructional minutes for half and whole credits by manipulating their current schedules. Mrs. Lansdale stated that while it was thought to be a true issue for Southwood with the block schedule, they just learned that the teachers at Southwood are already providing 20 additional instructional minutes per day than the other high schools in the district. She said this is noteworthy since it is obvious they do this and still get the students home in a timely fashion, and this surely bumps some of the concerns expressed by some of the committee members regarding high schools and adding 15 minutes. Mrs. Lansdale indicated that what is stunning is that for at least the last two years Southwood has been providing eight additional days of instruction per year and it is wondered if, according to state law, they would need to receive compensation at their daily rate of pay for the number of days they have taught in excess of the rest of the district.

In wondering what other districts surrounding Caddo might be doing with their calendars, Mrs. Lansdale announced that Bossier has three options with one of them being a 380 minute day with 170 student contact days, DeSoto has been at 375 minutes per day for a number of years, and we can't ignore that when Caddo competes with these districts for quality educators, the concern is if the board next month approves the calendar as described, while teachers in these other districts have fall breaks and end in a timely fashion before the holidays, our teachers will be forced to look to use their work days for personal business, as teachers do not have the flexibility of administration to leave to go to the bank or pick up a prescription during lunch. She said their position is if we can't do what we are asked to do, if we can't listen to the practitioner in our school houses, if we can't realize the reality of the lives they lead, and if we can't come with an

open mind, then just stop and don't make it worse with this calendar, return to last year's, as they think it's important to get it right this time.

Mary Rounds, principal of Caddo Magnet High School, addressed the board on the Calendar Committee and her opportunity to serve on that committee. She said the work on this committee has certainly broadened her perspective on dealing with issues, and she has observed that committees and groups are often an eclectic blend of the young and mature, the talkers and those that are quiet, the serious-minded and those that make us chuckle, and most importantly committees are made up of people who are dedicated to a task, and have a focus, a goal. She said the Calendar Committee was no different with each person on the committee coming to serve and each completing the required work, bringing a different perspective. She said there were many meetings and each one she attended had a short agenda with a committee member in charge to keep the meeting focused, there was open dialogue from those present, and input was not only solicited, but input was encouraged. Ms. Rounds indicated that the committee looked at various calendars, listened to reports regarding what adjacent districts were doing as well as what was going on in the nation. She said the committee discussed the impact of extending the school day, the importance of testing and how the calendar impacts students moving to high school. Changing major holidays was considered, as well as a single holiday and how that may bring some relief to a tight calendar. But first and uppermost, each member of the committee thought of the children they serve and how the decision would impact their lives. She said there were no instances where ideas were discarded, and if and when varying ideas were presented, the committee voted. Ms. Rounds stated that she believes those selected to serve on the committee were chosen for a reason and she would like to believe that one of those reasons is because they have demonstrated a commitment to the school system and the excellence it represents, and none of the committee members would be remiss by failing to assume that responsibility.

Dr. Gerald Burrow, principal at Ridgewood Middle School, addressed the board on the recommended calendar for the 2007-08 school year submitted to the superintendent from the Calendar Committee, of which he chaired the Curriculum and Instruction Subcommittee. He said the members of this subcommittee examined how school calendars could directly affect the educational development of students in the district. Dr. Burrow said various types of calendars were reviewed and were mindful of the charge from the board and the results of surveys compiled by certified and classified employees. He reported that items paramount to the committee's final decision for the recommended calendar is the fact that the committee incorporated into the proposed calendar 13 of the 16 items considered important by employees in the survey – beginning later in August and closer to the date summer school LEAP scores are due back to the schools, second semester concludes prior to Memorial Day and before June, the Christmas break begins in late December and concludes in early January, Spring Break remains the same as in the past, Fall Break eliminated as desired by employees, and the one day holidays remain. Dr. Burrow explained that through the calendar adoption process, various views, ideas and proposals were examined and discussed and even though some employees' concerns could not be included in the proposed calendar, the majority of the committee believes the best proposal was created for all concerned. He said beyond what is convenient for the employees, most committee members desired to create a calendar that best meets the needs of the children. In considering extending the day by 15 minutes and reducing the number of semester days by three, Dr. Burrow noted that several national studies on the impact of this did not indicate any positive impact on academic achievement for students; therefore, there was no compelling educational reason to radically change the calendar. Other concerns included the lateness in the hour that students would arrive home from school, and transportation officials noted that some children who remain after school for tutoring are already arriving home after dark under the current calendar and later didn't seem like a wise decision. Regarding reducing the number of school days in the year by six, Dr. Burrow explained this will negatively impact daily student absences and students would miss more educational minutes per day when absent and less time to make up missed assignments. He stated it is these concerns that motivated a majority of the committee members to recommend a more traditional calendar that would address 13 of the 16 concerns expressed in the employee survey.

Connie Rogers, principal at Werner Park Elementary, stated she was pleased to be a part of the Calendar Committee and that the committee represented all the stakeholders. She said the committee looked at everyone involved in the school system and believes it kept the focus on putting the children first. Mrs. Rogers said there was a mound of research done, members talked with other school systems that had put these calendars in place and found that many problems

had to be addressed after these calendars were put in place. She shared a conversation she had with a superintendent in Orange County who had changed their calendar and had to change it back because they did not address some the areas needing addressed for this type calendar. Mrs. Rogers stated that she believes the committee did an A+ job in its work.

Karen Black, member of the Calendar Committee, shared with the board that it is very difficult to discuss something indepth which you do not have as of yet. She said this being her second year to serve on the Calendar Committee, it has been a learning experience. Mrs. Black said there is a tremendous amount of time and energy in developing a school calendar, there are many variables that people are not aware of nor do they understand. She said she felt that this committee, which has been together for two years, has worked diligently to look at various calendars, to develop a survey and send it out (of which approximately 25% responded), to consider the results of the survey, and to look at alternatives (i.e. extended day) and fully research it. She further added that after fully looking at an extended day calendar, the committee did not feel it could recommend an extended day calendar to the board, but believes the calendar the committee is recommending and has submitted to the superintendent has been examined carefully and it does answer the survey's concerns and input. She said while 68% of those responding to the survey did like an extended day calendar, the committee doesn't believe it's been researched enough to where they felt comfortable recommending it.

CONFIRM THE CONSENT AGENDA

Mr. Guin announced that he is recommending Items 10-11 and 14-20 as the consent agenda. *Mr. Ramsey moved, seconded by Mrs. Armstrong, to approve the Consent Agenda as presented. Vote on the motion carried unanimously.* The following is a summary of the board's action on items categorized as the consent agenda:

Agenda Item 10. A., B. and C.

Personnel Recommendations. Per request from the superintendent, Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following personnel appointment as recommended by the superintendent and approved by the board: Mary Katherine Singleton, supervisor of middle school math; Rosetta Boone, supervisor of career and adult education; and Jim Lee, director of finance. These appointments will receive the appropriate salary as reflected by the Caddo Parish School Board Salary Schedule applicable to the positions to which they are appointed.

Requests for Leaves. The following requests for leaves were approved as recommended by staff and included in the mailout.

Certified

Leave Without Pay (January 16, 2007 – January 16, 2008)

Kayle F. Mack, Teacher, Atkins Elementary, 3.5 years

Classified

Catastrophic Leave (September 29, 2006 – November 10, 2006)

Kimberly Williamson, Bus Driver, Transportation Dept., 5 years

Catastrophic Leave (November 8, 2006 – January 9, 2007)

Rhonda F. Alford, Bus Driver, Transportation Dept., 14 years

Other (Hiring, Assignment Changes, Separations & Resignations). The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of November 21 – December 18, 2006 as recommended by staff and included in the mailout.

Agenda Item 11. A. and B.

Bids. The board approved the following bids as recommended by staff and included in the mailout on the bid tabulation sheets: (1) Alack Culinary totaling \$2,009.25 and Buckelew, Inc. totaling \$32,336.64 for small kitchen equipment; and (2) the bid of L. C. Craft totaling \$3.12 unit price for the sale of used tire casings.

Bids (Capital Projects/Construction). The board approved the following bids as recommended by staff and included in the mailout on the bid tabulation sheets: (1) Queensborough HVAC Removing Window Units, Project 2008-504 – Berg with a Base Bid, Alternate 1, Alternate 2 and Alternate 3 for the sum total of \$1,010,700; (2) HVAC Upgrade at Woodlawn, Project 2008-507 – Fitzgerald’s with a Base Bid, Alternate 1, and Alternate 2 for the sum total of \$1,945,000; (3) HVAC Upgrade Removing Window Units at Bethune, Project 2008-508 – RRAC with Base Bid, Alternate 1, Alternate 2 and Alternate 3 for the sum total of \$2,049,000; (4) HVAC Upgrade Removing Window Units at Ingersoll, Project 2008-501 – The Payne Company with a Base Bid, Alternate 1, Alternate 2 and Alternate 3 for the sum total of \$1,228,300.

Agenda Item 14

Board Room Technology Upgrade. The board approved the technology upgrade for the board room as submitted by staff in the mailout.

Agenda Item 15. A. and B.

Coordinated School Health Pilot Grant. The board approved the Coordinated School Health Pilot Grant Application as recommended by staff and included in the mailout. This grant, in the amount of \$75,791 will be used for the hiring of a school social worker and the implementation of mental health prevention and intervention activities at North Caddo High School.

HIGHTech: Empowering High School Redesign Through Technology Grant. The board approved the HIGHTech: Empowering High School Redesign Through Technology Grant as recommended by staff and included in the mailout. The funding from this grant totals \$499,939.80.

Agenda Item 16

Authority for Superintendent to Sign Teacher Contracts for the 2007-2008 School Year. The board approved authorizing the superintendent to sign teacher contracts for the 2007-2008 school year as recommended by staff and included in the mailout.

Agenda Item 17

Change in February Executive Committee Meeting Date. The board approved changing the February Executive Committee meeting from Tuesday, February 6th to Thursday, February 8, 2007 as submitted in the mailout.

Agenda Item 18

Resolution of the Caddo Parish School Board in Support of Additional Funding for School-Based Health Care Professionals. The board approved a resolution to be sent to BESE in support of additional funding for school-based health care professionals as included in the mailout. This resolution is requesting monies for additional nurses (one per school) due to unfunded mandates from the healthy school policy.

Agenda Item 19

Resolution Calling for a Tenure Hearing for a Tenured Bus Driver. The board approved a resolution calling for a tenure hearing for a tenured bus driver in accordance with La. R.S. 17:493.

Agenda Item 20

Authority for Board President to Authorize Staff to Spend Up to \$2,000 for a Retreat. The board authorized the Board President to authorize staff to spend up to \$2,000 for a board retreat to be held in January or February (or first date available for all board members) of 2007.

RESOLUTION ACCEPTING THE BEST BID RECEIVED FOR THE PURCHASE OF \$20,000,000 OF GENERAL OBLIGATION BONDS

Ms. Priest moved, seconded by Mrs. May, approval of the following resolution accepting the bid of A. G. Edwards & Sons, Inc. Vote on the motion carried unanimously.

RESOLUTION

A resolution accepting the bid of A.G. Edwards & Sons, Inc., of St. Louis, Missouri, for the purchase of Twenty Million Dollars (\$20,000,000) of General Obligation School Bonds, Series 2007 of Parishwide School District of Caddo Parish, Louisiana.

WHEREAS, pursuant to the provisions of a Notice of Bond Sale dated December 19, 2006, published in the manner required by law, and pursuant to the provisions of a resolution adopted by the Parish School Board of the Parish of Caddo, State of Louisiana, the governing authority of Parishwide School District of Caddo Parish, Louisiana (the "Issuer") on December 19, 2006, sealed bids were solicited for the purchase of Twenty Million Dollars (\$20,000,000) of General Obligation School Bonds, Series 2007, of the Issuer (the "Bonds"), on January 23, 2007; and

WHEREAS, four (4) bids were received for the purchase of the Bonds; and

WHEREAS, this Parish School Board has found and determined and does hereby find and determine that the bid submitted by A.G. Edwards & Sons, Inc., of St. Louis, Missouri (the "Purchaser") complies with all terms and conditions prescribed by the Notice of Bond Sale and Official Statement; and

WHEREAS, this Parish School Board desires to accept said bid and to take such action as may be necessary to accomplish the delivery of the Bonds to the Purchaser;

NOW, THEREFORE, BE IT RESOLVED by the Parish School Board of the Parish of Caddo, State of Louisiana (the "Governing Authority"), acting as the governing authority of Parishwide School District of Caddo Parish, Louisiana (the "District"), that:

SECTION 1. The bid of the Purchaser for the purchase of the Bonds, a copy of which is annexed hereto as Exhibit A, is hereby accepted and the Bonds are hereby awarded in compliance with the terms of the bid.

SECTION 2. The good faith deposit in the amount of \$200,000 accompanying said bid is hereby accepted in accordance with and subject to said Official Notice of Bond Sale. The amount of the good faith deposit shall be deposited and credited towards the purchase price of the Bonds without regard to any interest earnings thereon.

SECTION 3. When the Bonds have been properly prepared, this Governing Authority is hereby authorized to deliver the Bonds to the Purchaser upon the payment of Twenty Million Dollars (\$20,000,000) and accrued interest to the date of delivery, less a credit of \$200,000 for the amount of the good faith deposit described above.

SECTION 4. The Governing Authority hereby finds that due diligence has been exercised in preparing the Bonds for sale and in preparing the Official Statement pertaining to the Bonds, and in view of that fact, the President and Secretary of the Governing Authority are hereby authorized and directed to execute and deliver to the successful bidder, as set forth herein, at the time of closing, a certificate which shall be substantially in the form of the certificate annexed hereto as Exhibit B.

SECTION 5. The foregoing resolution shall take effect immediately upon its adoption.

This resolution having been submitted to a vote, the vote thereon was as follows:

MEMBERS:	YEAS:	NAYS:	ABSENT:	ABSTAINING:
Phillip R. Guin	X			
Eursla Hardy			X	
Willie D. Burton	X			
Charlotte Crawley	X			
Lola May	X			

Tammy T. Phelps	<u> X </u>
Bonita Crawford	<u> X </u>
Barry F. Rachal	<u> X </u>
Larry Ramsey	<u> X </u>
Ginger Armstrong	<u> X </u>
Dottie Bell	<u> X </u>
Lillian Priest	<u> X </u>

And the resolution was declared adopted on this, 23rd day of January, 2007.

/s/ Ollie Tyler

/s/ Phillip Guin

Secretary

President

EXHIBIT "A"

(COPY OF SUCCESSFUL BID)

EXHIBIT "B"

OFFICIAL STATEMENT CERTIFICATE

I, the undersigned Secretary of the Parish School Board of the Parish of Caddo, State of Louisiana, with respect to the Official Statement (the "Official Statement") issued regarding the sale of Twenty Million Dollars (\$20,000,000) of General Obligation School Bonds, Series 2007 (the "Bonds") of Parishwide School District of Caddo Parish, Louisiana (the "Issuer"), DO HEREBY CERTIFY:

THAT, at the time of payment for and delivery of the Bonds and at the date hereof, (i) the descriptions and statements, including financial data, of or pertaining to Parishwide School District of Caddo Parish, Louisiana (the "Issuer") on the date of the Preliminary Official Statement, on the date of the Official Statement, on the date of the sale of the Bonds and on the date of the delivery thereof, were and are true in all material respects, and, insofar as such matters are concerned, the Official Statement did not and does not contain an untrue statement of a material fact or omit to state a material fact required to be stated therein or necessary to make the statements therein, in light of the circumstances under which they are made, not misleading, and (ii) insofar as the descriptions and statements, including financial data, of or pertaining to governmental and/or non-governmental entities other than the Issuer and its activities, contained in the Official Statement are concerned, such descriptions, statements and data have been obtained from sources which the governing authority of the Issuer believes to be reliable and the said governing authority has no reason to believe that they are untrue or incomplete in any material respect, and (iii) there has been no adverse material change in the affairs of the Issuer between the date of the delivery of the Official Statement and the date of delivery of the Bonds.

PARISHWIDE SCHOOL DISTRICT OF CADDO
PARISH, LOUISIANA

By: _____
Secretary, Parish School Board

Dated : _____, 2007 (Date of Delivery)

STATE OF LOUISIANA
PARISH OF CADDO

I, the undersigned Secretary of the Parish School Board of the Parish of Caddo, State of Louisiana, do hereby certify that the foregoing _____ (___) pages constitute a true and correct copy of the proceedings taken by said Parish School Board on January 23, 2007, (i) providing for the reception and opening of sealed bids received for the purchase of \$20,000,000 of General Obligation School Bonds, Series 2007 of Parishwide School District of Caddo Parish, Louisiana and (ii) accepting the best bid received therefor.

IN FAITH WHEREOF, witness my official signature and the impress of the official seal of said Parish School Board on this, the 23rd day of January, 2007.

Secretary

(SEAL)

RESOLUTION AUTHORIZING THE INCURRING OF DEBT AND ISSUANCE OF \$20,000,000 OF GENERAL OBLIGATION BONDS AND PROVIDING FOR OTHER MATTERS IN CONNECTION THEREWITH

Ms. Priest moved, seconded by Mr. Rachal, approval of the following resolution authorizing the incurring of debt and issuance of \$20,000,000 of General Obligation bonds and providing for other matters in connection therewith. Vote on the motion carried unanimously.

RESOLUTION

A resolution authorizing the incurring of debt and issuance of Twenty Million Dollars (\$20,000,000) of General Obligation School Bonds, Series 2007, of Parishwide School District of Caddo Parish, Louisiana; prescribing the form, terms and conditions of said Bonds; designating the date, denomination and place of payment of said Bonds; providing for the payment thereof in principal and interest; and providing for other matters in connection therewith.

BE IT RESOLVED by the Parish School Board of the Parish of Caddo, State of Louisiana, acting as the governing authority of Parishwide School District of Caddo Parish, Louisiana, that:

SECTION 1. Definitions. As used herein, the following terms shall have the following meanings, unless the context otherwise requires:

"Agreement" means the agreement to be entered into between the Issuer and the Paying Agent pursuant to this Resolution.

"Bond" means any Bonds of the Issuer authorized to be issued by this Resolution, whether initially delivered or issued in exchange for, upon transfer of, or in lieu of any Bond previously issued.

"Bond Register" means the records kept by the Paying Agent at its principal corporate office in which registration of the Bonds and transfers of the Bonds- shall be made as provided herein.

"Bonds" means the Issuer's General Obligation School Bonds, Series 2007, authorized by this Resolution, in the total aggregate principal amount of Twenty Million Dollars (\$20,000,000).

"Code" means the Internal Revenue Code of 1986, as amended.

"Executive Officers" means, collectively, the President and the Secretary of the Governing Authority.

"Governing Authority" means the Parish School Board of the Parish of Caddo, State of Louisiana.

"Government Securities" means direct obligations of, or obligations the principal of and interest on which are unconditionally guaranteed by the United States of America, which are non-callable prior to their maturity, may be United States Treasury obligations such as the State and Local Government Series and may be in book-entry form.

"Interest Payment Date" means March 1 and September 1 of each year, commencing March 1, 2008.

"Issuer" means Parishwide School District of Caddo Parish, Louisiana.

"Outstanding" when used with respect to Bonds means, as of the date of determination, all Bonds theretofore issued and delivered under this Resolution, except:

1. Bonds theretofore canceled by the Paying Agent or delivered to the Paying Agent for cancellation;
2. Bonds for which payment or redemption sufficient funds have been theretofore deposited in trust for the owners of such Bonds, provided that if such Bonds are to be redeemed, irrevocable notice of such redemption has been duly given or provided for pursuant to this Resolution or waived;
3. Bonds in exchange for or in lieu of which other Bonds have been registered and delivered pursuant to this Resolution;
4. Bonds alleged to have been mutilated, destroyed, lost or stolen which have been paid as provided in this Resolution or by law; and
5. Bonds for the payment of the principal (or redemption price, if any) of and interest on which money or Government Securities or both are held in trust with the effect specified in this Resolution.

"Owner" or **"Owners"** when used with respect to any Bond means the Person in whose name such Bond is registered in the Bond Register.

"Paying Agent" means Argent Trust, a division of National Independent Trust Company, in Ruston, Louisiana, until a successor Paying Agent shall have been appointed pursuant to the applicable provisions of this Resolution and thereafter "Paying Agent" shall mean such successor Paying Agent.

"Person" means any individual, corporation, partnership, joint venture, association, joint-stock company, trust, unincorporated organization or government or any agency or political subdivision thereof.

"Purchaser" means A.G. Edwards & Sons, Inc., of St. Louis, Missouri, the original purchaser of the Bonds.

"Record Date" for the interest payable on any Interest Payment Date means the 15th calendar day of the month next preceding such Interest Payment Date.

"Resolution" means this resolution authorizing the issuance of the Bonds, as it may be supplemented and amended.

SECTION 2. Authorization of Bonds; Maturities. In compliance with the terms and provisions of Article VI, Section 33 of the Constitution of the State of Louisiana of 1974, Sub-Part A, Part III, Chapter 4, Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority, and being the fourth emission of bonds authorized at a special election held on April 17, 2004, there is hereby authorized the incurring of an indebtedness of Twenty Million Dollars (\$20,000,000) for, on behalf of, and in the name of the Issuer, for the purpose of acquiring and/or improving lands for building sites and playgrounds; including construction of necessary sidewalks and streets adjacent thereto; purchasing, erecting and/or improving school buildings and other school related facilities within and for the District, and acquiring the necessary equipment and furnishings therefor, including, to the extent feasible, those specific school projects set forth in the "Capital Improvements Plan" recommended by the Infrastructure Needs Committee and approved by the School Board on January 27, 2004, title to which shall be in the public. The Bonds shall be in fully registered form, shall be dated March 1, 2007, shall be issued in the denomination of Five Thousand Dollars (\$5,000) each or any integral multiple thereof within a single maturity and shall be numbered from R-1 upward. The unpaid principal of the Bonds shall bear interest from the date thereof or from the most recent Interest Payment Date to which interest has been paid or duly provided for, payable on each Interest Payment Date, commencing March 1, 2008, at the following rates of interest and shall mature serially on March 1 of each year as follows:

Year (March 1)	Principal Maturing	Interest Rate Per Annum	Year (March 1)	Principal Maturing	Interest Rate Per Annum
2009	\$425,000	7.000%	2021	\$ 800,000	4.150%
2010	450,000	6.750	2022	845,000	4.200
2011	475,000	5.000	2023	890,000	4.200
2012	500,000	5.000	2024	940,000	4.250
2013	525,000	5.000	2025	990,000	4.250
2014	555,000	5.000	2026	1,040,000	4.250
2015	585,000	6.000	2027	1,100,000	4.300
2016	615,000	5.125	2028	1,160,000	4.300
2017	650,000	4.000	2029	1,220,000	4.300
2018	685,000	4.000	2030	1,285,000	4.350
2019	720,000	4.000	2031	1,355,000	4.375
2020	760,000	4.100	2032	1,430,000	4.375

The principal of the Bonds, upon maturity or redemption, shall be payable at the principal corporate trust office of the Paying Agent, upon presentation and surrender thereof, and interest on the Bonds shall be payable by check mailed by the Paying Agent to the Owner (determined as of the close of business on the Record Date) at the address shown on the Bond Register. Each Bond delivered under this Resolution upon transfer of, in exchange for or in lieu of any other Bond shall carry all the rights to interest accrued and unpaid, and to accrue, which were carried by such other Bond, and each such Bond shall bear interest (as herein set forth) so neither gain nor loss in interest shall result from such transfer, exchange or substitution.

During any period after the initial delivery of the Bonds in book-entry-only form when the Bonds are delivered in multiple certificates form, upon request of a registered owner of at least \$1,000,000 in principal amount of Bonds outstanding, all payments of principal, premium, if any, and interest on the Bonds will be made by wire transfer in immediately available funds to an account designated by such registered owner; CUSIP number identification with appropriate dollar amounts for each CUSIP number will accompany all payments of principal, premium, and interest, whether by check or by wire transfer.

No Bond shall be entitled to any right or benefit under this Resolution, or be valid or obligatory for any purpose, unless there appears on such Bond a certificate of registration, substantially in the form provided in this Resolution, executed by the Paying Agent by manual signature.

SECTION 3. . The Bonds shall be initially issued in the name of Cede & Co., as nominee for The Depository Trust Company ("DTC"), as registered owner of the Bonds, and held in the custody of DTC. The Secretary of the Issuer or any other officer of the Issuer is authorized to execute and deliver a Letter of Representation to DTC on behalf of the Issuer with respect to the issuance of the Bonds in "book-entry-only" format. The Paying Agent is hereby directed to execute said Letter of Representation. The terms and provisions of said Letter of Representation shall govern in the event of any inconsistency between the provisions of this Resolution and said Letter of Representation. Initially, a single certificate will be issued and delivered to DTC for each maturity of the Bonds. The Beneficial Owners will not receive physical delivery of Bond certificates except as provided herein. Beneficial Owners are expected to receive a written confirmation of their purchase providing details of each Bond acquired. For so long as DTC shall continue to serve as securities depository for the Bonds as provided herein, all transfers of beneficial ownership interest will be made by book entry only, and no investor or other party purchasing, selling or otherwise transferring beneficial ownership of Bonds is to receive, hold or deliver any Bond certificate.

Notwithstanding anything to the contrary herein, while the Bonds are issued in book-entry-only form, the payment of principal of, premium, if any, and interest on the Bonds may be payable by the Paying Agent by wire transfer to DTC in accordance with the Letter of Representation.

For every transfer and exchange of the Bonds, the Beneficial Owner may be charged a sum sufficient to cover such Beneficial Owner's allocable share of any tax, fee or other governmental charge that may be imposed in relation thereto.

Bond certificates are required to be delivered to and registered in the name of the Beneficial Owner under the following circumstances:

- (a) DTC determines to discontinue providing its service with respect to the Bonds. Such a determination may be made at any time by giving 30 days' notice to the Issuer and the Paying Agent and discharging its responsibilities with respect thereto under applicable law; or
- b) The Issuer determines that continuation of the system of book-entry transfer through DTC (or a successor securities depository) is not in the best interests of the Issuer and/or the Beneficial Owners.

The Issuer and the Paying Agent will recognize DTC or its nominee as the Bondholder for all purposes, including notices and voting.

Neither the Issuer or the Paying Agent are responsible for the performance by DTC of any of its obligations, including, without limitation, the payment of moneys received by DTC, the forwarding of notices received by DTC or the giving of any consent or proxy *in lieu* of consent.

Whenever during the term of the Bonds the beneficial ownership thereof is determined by a book entry at DTC, the requirements of this Resolution of holding, delivering or transferring the Bonds shall be deemed modified to require the appropriate person to meet the requirements of DTC as to registering or transferring the book entry to produce the same effect.

If at any time DTC ceases to hold the Bonds, all references herein to DTC shall be of no further force or effect.

SECTION 4. Redemption Provisions. The Bonds maturing on March 1, 2018, and thereafter, shall be callable for redemption at the option of the Issuer in full or in part at any time on or after March 1, 2017, and if less than a full maturity, then by lot within such maturity, at the principal amount thereof, plus accrued interest from the most recent Interest Payment Date to which interest has been paid or duly provided for. The Bonds are not required to be redeemed in inverse order of maturity.

In the event a Bond to be redeemed is of a denomination larger than \$5,000, a portion of such Bond (\$5,000 or any multiple thereof) may be redeemed. Any Bond which is to be redeemed only in part shall be surrendered at the principal corporate trust office of the Paying Agent and there shall be delivered to the Owner of such Bond a new Bond or Bonds of the same maturity and of any authorized denomination or denominations as requested by such Owner in aggregate principal amount equal to and in exchange for the unredeemed portion of the principal of the Bond so surrendered. Official notice of such call of any of the Bonds for redemption shall be given by means of first class mail, postage prepaid, by notice deposited in the United States mails not less than thirty (30) days prior to the redemption date addressed to the Owner of each Bond to be redeemed at his address as shown on the Bond Register.

SECTION 5. Registration and Transfer. The Issuer shall cause the Bond Register to be kept by the Paying Agent. The Bonds may be transferred, registered and assigned only on the Bond Register, and such registration shall be at the expense of the Issuer. A Bond may be assigned by the execution of an assignment form on the Bond or by other instruments of transfer and assignment acceptable to the Paying Agent. A new Bond or Bonds will be delivered by the Paying Agent to the last assignee (the new Owner) in exchange for such transferred and assigned Bonds after receipt of the Bonds to be transferred in proper form. Such new Bond or Bonds shall be in the denomination of \$5,000 or any integral multiple thereof within a single maturity. Neither the Issuer nor the Paying Agent shall be required to issue, register, transfer or exchange any Bond during a period beginning (i) at the opening of business on a Record Date and ending at the close of business on the Interest Payment Date or (ii) with respect to Bonds to be redeemed, at the opening of business fifteen (15) days before the date of the mailing of a notice of redemption of such Bonds and ending on the date of such redemption.

SECTION 6. Form of Bonds. The Bonds and the endorsements to appear thereon shall be in substantially the following forms, respectively, to-wit:

(FORM OF FACE OF BOND)

Unless this Bond is presented by an authorized representative of the Depository Trust Company, a New York corporation ("DTC"), to the Issuer or their agent for registration of transfer, exchange, or payment, and any Bond issued is registered in the name of CEDE & CO. or in such other name as is requested by an authorized representative of DTC (and any payment is made to CEDE & CO. or to such other entity as is requested by an authorized representative of DTC), ANY TRANSFER, PLEDGE, OR OTHER USE HEREOF FOR VALUE OR OTHERWISE BY

OR TO ANY PERSON IS WRONGFUL inasmuch as the registered owner hereof, CEDE & CO., has an interest herein.

As provided in the Resolution referred to herein, until the termination of the system of book-entry-only transfers through DTC and notwithstanding any other provision of the Resolution to the contrary, this Bond may be transferred, in whole but not in part, only to a nominee of DTC, or by a nominee of DTC to DTC or a nominee of DTC, or by DTC or a nominee of DTC to any successor securities depository or any nominee thereof.

No. R-_____ Principal Amount \$_____

UNITED STATES OF AMERICA
STATE OF LOUISIANA
PARISH OF CADDO

GENERAL OBLIGATION SCHOOL BOND, SERIES 2007
OF
PARISHWIDE SCHOOL DISTRICT
OF CADDO PARISH, LOUISIANA

Maturity Date	Interest Rate	Bond Date	CUSIP
March 1, _____	_____ %	March 1, 2007	_____

PARISHWIDE SCHOOL DISTRICT OF CADDO PARISH, LOUISIANA
(the "Issuer"), promises to pay to:

REGISTERED OWNER: CEDE & CO. (Tax Identification #13-2555119)

PRINCIPAL AMOUNT: _____ DOLLARS

or registered assigns, on the Maturity Date set forth above, the Principal Amount set forth above, together with interest thereon from the Bond Date set forth above or the most recent interest payment date to which interest has been paid or duly provided for, payable on March 1, 2008, and semiannually thereafter on March 1 and September 1 of each year (each an "Interest Payment Date"), at the Interest Rate per annum set forth above until said Principal Amount is paid, unless this Bond shall have been previously called for redemption and payment shall have been made or duly provided for. The principal of this Bond, upon maturity or redemption, is payable in lawful money of the United States of America at the principal corporate trust office of Argent Trust, a division of National Independent Trust Company, in the City of Ruston, Louisiana, or successor thereto (the "Paying Agent"), upon presentation and surrender hereof. Interest on this Bond is payable by check mailed by the Paying Agent to the registered owner (determined as of the close of business on the 15th calendar day of the month next preceding the Interest Payment Date) at the address as shown on the registration books of the Paying Agent.

During any period after the initial delivery of the Bonds in book-entry-only form when the Bonds are delivered in multiple certificates form, upon request of a registered owner of at least \$1,000,000 in principal amount of Bonds outstanding, all payment of principal, premium, if any, and interest on the Bonds will be paid by wire transfer in immediately available funds to an account designated by such registered owner; CUSIP number identification with appropriate dollar amounts for each CUSIP number must accompany all payments of principal, premium, and interest, whether by check or by wire transfer.

FOR SO LONG AS THIS BOND IS HELD IN BOOK-ENTRY FORM REGISTERED IN THE NAME OF CEDE & CO. ON THE REGISTRATION BOOKS OF THE ISSUER KEPT BY THE PAYING AGENT, AS BOND REGISTRAR, THIS BOND, IF CALLED FOR PARTIAL REDEMPTION IN ACCORDANCE WITH THE RESOLUTION, SHALL BECOME DUE AND PAYABLE ON THE REDEMPTION DATE DESIGNATED IN THE NOTICE OF REDEMPTION GIVEN IN ACCORDANCE WITH THE RESOLUTION AT, AND ONLY TO THE EXTENT OF, THE REDEMPTION PRICE, PLUS ACCRUED INTEREST TO THE SPECIFIED REDEMPTION DATE; AND THIS BOND SHALL BE PAID, TO THE EXTENT SO REDEEMED, (i) UPON PRESENTATION AND SURRENDER

HEREOF AT THE OFFICE SPECIFIED IN SUCH NOTICE OR (ii) AT THE WRITTEN REQUEST OF CEDE & CO., BY CHECK MAILED TO CEDE & CO. BY THE PAYING AGENT OR BY WIRE TRANSFER TO CEDE & CO. BY THE PAYING AGENT IF CEDE & CO. AS BONDOWNER SO ELECTS. IF, ON THE REDEMPTION DATE, MONEYS FOR THE REDEMPTION OF BONDS OF SUCH MATURITY TO BE REDEEMED, TOGETHER WITH INTEREST TO THE REDEMPTION DATE, SHALL BE HELD BY THE PAYING AGENT SO AS TO BE AVAILABLE THEREFOR ON SUCH DATE, AND AFTER NOTICE OF REDEMPTION SHALL HAVE BEEN GIVEN IN ACCORDANCE WITH THE RESOLUTION, THEN, FROM AND AFTER THE REDEMPTION DATE, THE AGGREGATE PRINCIPAL AMOUNT OF THIS BOND SHALL BE IMMEDIATELY REDUCED BY AN AMOUNT EQUAL TO THE AGGREGATE PRINCIPAL AMOUNT THEREOF SO REDEEMED, NOTWITHSTANDING WHETHER THIS BOND HAS BEEN SURRENDERED TO THE PAYING AGENT FOR CANCELLATION.

This bond is one of an authorized issue aggregating in principal the sum of Twenty Million Dollars (\$20,000,000) (the "Bonds"), all of like tenor and effect except as to number, denomination, interest rate and maturity, said Bonds having been issued by the Issuer pursuant to a resolution adopted by its governing authority on January 23, 2007 (the "Resolution"), for the purpose of acquiring and/or improving lands for building sites and playgrounds; including construction of necessary sidewalks and streets adjacent thereto; purchasing, erecting and/or improving school buildings and other school related facilities within and for the District, and acquiring the necessary equipment and furnishings therefor, including, to the extent feasible, those specific school projects set forth in the "Capital Improvements Plan" recommended by the Infrastructure Needs Committee and approved by the School Board on January 27, 2004, title to which shall be in the public, under the authority conferred by Article VI, Section 33 of the Constitution of the State of Louisiana of 1974, Sub-Part A, Part III, Chapter 4, Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority, and are the fourth emission of bonds authorized at an election held on April 17, 2004, the result of which election has been duly promulgated in accordance with law.

The Bonds are issuable only as fully registered bonds in the denomination of \$5,000 principal amount or any integral multiple thereof, exchangeable for an equal aggregate principal amount of bonds of the same maturity of any other authorized denomination.

Subject to the limitations of and upon payment of the charges provided in the Resolution, the transfer of this Bond may be registered on the registration books of the Paying Agent upon surrender of this Bond at the principal corporate trust office of the Paying Agent as registrar, accompanied by a written instrument of transfer in form and with guaranty of signature satisfactory to the Paying Agent, duly executed by the registered owner or his attorney duly authorized in writing, and thereupon a new bond or bonds of the same maturity and of authorized denomination or denominations, for the same aggregate principal amount, will be issued to the transferee. Prior to due presentment for registration of transfer of this Bond, the Issuer and the Paying Agent may deem and treat the person in whose name this Bond is registered as the absolute owner hereof for all purposes, whether or not this Bond shall be overdue and neither the Issuer nor the Paying Agent shall be bound by any notice to the contrary.

The Bonds maturing on March 1, 2018, and thereafter, are callable for redemption at the option of the Issuer in full or in part at any time on or after March 1, 2017, and if less than a full maturity, then by lot within such maturity, at the principal amount thereof, plus accrued interest from the most recent Interest Payment Date to which interest has been paid or duly provided for. The Bonds are not required to be redeemed in inverse order of maturity. In the event any Bond to be redeemed is of a denomination larger than \$5,000, a portion of such Bond (\$5,000 or any multiple thereof) may be redeemed. Official notice of such call of any of the Bonds for redemption shall be given by means of first class mail, postage prepaid, by notice deposited in the United States mail not less than thirty (30) days prior to the redemption date addressed to the registered owner of each Bond to be redeemed at his address as shown on the registration books of the Paying Agent.

The Resolution permits, with certain exceptions as therein provided, the amendment thereof and the modifications of the rights and obligations of the Issuer and the rights of the owners of the Bonds at any time by the Issuer with consent of the owners of

two-thirds (2/3) of the aggregate principal amount of all Bonds issued under the Resolution, to be determined in accordance with the Resolution.

This Bond shall not be valid or become obligatory for any purpose or be entitled to any security or benefit under the Resolution until the certificate of registration hereon shall have been signed by the Paying Agent.

This Bond and the issue of which it forms a part constitute general obligations of the Issuer, and the full faith and credit of the Issuer is pledged for the payment of this Bond and the issue of which it forms a part. Said Bonds are secured by a special ad valorem tax to be imposed and collected annually in excess of all other taxes on all the property subject to such taxation within the territorial limits of the Issuer, under the Constitution and laws of Louisiana, sufficient in amount to pay the principal of this Bond and the issue of which it forms a part and the interest thereon as they severally mature.

It is hereby certified, recited and declared that all acts, conditions and things required to exist, to happen and to be performed precedent to and in the issuance of this Bond and the issue of which it forms a part to constitute the same legal, binding and valid obligations of the Issuer have existed, have happened and have been performed in due time, form and manner as required by law, and that the indebtedness of the Issuer, including this Bond and the issue of which it forms a part, does not exceed the limitations prescribed by the Constitution and statutes of the State of Louisiana. It is certified that this Bond is authorized by and is issued in conformity with the requirements of the Constitution and statutes of this State.

IN WITNESS WHEREOF, the Parish School Board of the Parish of Caddo, State of Louisiana, acting as the governing authority of the Issuer, has caused this Bond to be executed in its name by the facsimile signatures of its President and its Secretary and a facsimile of its corporate seal to be imprinted hereon.

PARISHWIDE SCHOOL DISTRICT OF CADDO
PARISH, LOUISIANA

Secretary, Parish School Board

President, Parish School Board

(SEAL)

* * * * *

(FORM OF SECRETARY OF STATE ENDORSEMENT -
TO BE PRINTED ON ALL BONDS)

OFFICE OF SECRETARY OF STATE
STATE OF LOUISIANA
BATON ROUGE

This Bond secured by a tax. Registered on this, the ____ day of _____, 2007.

Secretary of State

* * * * *

(FORM OF PAYING AGENT'S CERTIFICATE OF REGISTRATION)

This Bond is one of the Bonds referred to in the within-mentioned Resolution.

Argent Trust, a division of National
Independent Trust Company
Ruston, Louisiana
as Paying Agent

Date of Registration: _____ BY: _____

Authorized Officer

* * * * *

(FORM OF ASSIGNMENT)

FOR VALUE RECEIVED, the undersigned hereby sells, assigns and transfers unto

Please Insert Social Security
or other Identifying Number of Assignee

the within Bond and all rights thereunder, and hereby irrevocably constitutes and appoints

_____ attorney or agent to transfer the within Bond on the books kept for registration thereof, with full power of substitution in the premises.

Dated:

NOTICE: The signature to this assignment must correspond with the name as it appears upon the face of the within Bond in every particular, without alteration or enlargement or any change whatever.

* * * * *

(FORM OF LEGAL OPINION CERTIFICATE - TO BE PRINTED ON ALL BONDS)

I, the undersigned Secretary of the Parish School Board of the Parish of Caddo, State of Louisiana, do hereby certify that the following is a true copy of the complete legal opinion of Foley & Judell, L.L.P., the original of which was manually executed, dated and issued as of the date of payment for and delivery of the original Bonds of the issue described therein and was delivered to A.G. Edwards & Sons, Inc., of St. Louis, Missouri, the original purchaser thereof:

(Bond Printer Shall Insert Legal Opinion)

I further certify that an executed copy of the above legal opinion is on file in my office, and that an executed copy thereof has been furnished to the Paying Agent for this Bond.

(Facsimile)

Secretary

* * * * *

CIFG Assurance North America, Inc. ("CIFG NA"), New York, New York, has delivered its financial guaranty insurance policy (the "Policy") with respect to the scheduled payments of principal of and interest on this bond as described hereinbelow to Argent Trust, a division of National Independent Trust Company, or its successor, as trustee (the "Trustee") for the \$20,000,000 Parishwide School District of Caddo Parish, Louisiana General Obligation School Bonds, Series 2007. Said Policy is on file and available for inspection at the principal office of the Trustee and a copy thereof may be obtained from CIFG NA or the Trustee.

* * * * *

SECTION 7. Execution of Bonds. The Bonds- shall be signed by the Executive Officers for, on behalf of, in the name of and under the corporate seal of the Issuer, and the Legal Opinion Certificate shall be signed by the Secretary of the Governing Authority, which signatures and corporate seal may be either manual or facsimile.

SECTION 8. Registration of Bonds. The Bonds shall be registered with the Secretary of State of the State of Louisiana as provided by law and shall bear the endorsement of the Secretary of State in substantially the form set forth herein, provided that such endorsement shall be manually signed only on the Bonds initially delivered to the Purchaser, and Bonds subsequently exchanged therefor as permitted in this Resolution may bear the facsimile signature of said Secretary of State.

SECTION 9. Pledge of Full Faith and Credit. The Bonds shall constitute general obligations of the Issuer, and the full faith and credit of the Issuer is hereby pledged for their payment. This Governing Authority does hereby obligate itself and is bound under the terms and provisions of law and the election authorizing the Bonds to impose and collect annually in excess of all other taxes a tax on all of the property subject to taxation within the territorial limits of the Issuer sufficient to pay the principal of and the interest on the Bonds falling due each year, said tax to be levied and collected by the same officers, in the same manner and at the same time as other taxes are levied and collected within the territorial limits of the Issuer.

SECTION 10. Sinking Fund. For the payment of the principal of and the interest on the Bonds, the Issuer will establish a special fund, to be held by the regularly designated fiscal agent of the Issuer (the "Sinking Fund"), into which the Issuer will deposit the proceeds of the aforesaid special tax and no other moneys whatsoever. The depository for the Sinking Fund shall transfer from the Sinking Fund to the Paying Agent at least one (1) day in advance of each Interest Payment Date, funds fully sufficient to pay promptly the principal and interest falling due on such date.

All moneys deposited with the regularly designated fiscal agent bank or banks of the Issuer or the Paying Agent under the terms of this Resolution shall constitute sacred funds for the benefit of the Owners of the Bonds, and shall be secured by said fiduciaries at all times to the full extent thereof in the manner required by law for the securing of deposits of public funds.

All or any part of the moneys in the Sinking Fund shall, at the written request of the Issuer, be invested in accordance with the provisions of the laws of the State of Louisiana, in which event all income derived from such investments shall be added only to the Sinking Fund.

SECTION 11. Application of Proceeds. The Executive Officers are hereby empowered, authorized and directed to do any and all things necessary and incidental to carry out all of the provisions of this Resolution, to cause the necessary Bonds to be printed, to issue, execute and seal the Bonds, and to effect delivery thereof as hereinafter provided. The proceeds derived from the sale of the Bonds, except accrued interest, shall be deposited by the Issuer with its fiscal agent bank or banks to be used only for the purpose for which the Bonds are issued. Accrued interest, if any, derived from the sale of the Bonds shall be deposited in the Sinking Fund to be applied to the first interest payment.

SECTION 12. Bonds Legal Obligations. The Bonds shall constitute legal, binding and valid obligations of the Issuer and shall be the only representations of the indebtedness as herein authorized and created.

SECTION 13. Resolution a Contract. The provisions of this Resolution shall constitute a contract between the Issuer, or its successor, and the Owner or Owners from time to time of the Bonds and any such Owner or Owners may at law or in equity, by suit, action, mandamus or other proceedings, enforce and compel the performance of all duties required to be performed by this Governing Authority or the Issuer as a result of issuing the Bonds.

No material modification or amendment of this Resolution, or of any resolution amendatory hereof or supplemental hereto, may be made without the consent in writing of the Owners of two-thirds (2/3) of the aggregate principal amount of the Bonds then outstanding; provided, however, that no modification or amendment shall permit a change in the maturity or redemption provisions of the Bonds, or a reduction in the rate of interest thereon, or in the amount of the principal obligation thereof, or affecting the obligation of the Issuer to pay the principal of and the interest on the Bonds as the same shall come due from the taxes pledged and dedicated to the payment thereof by this Resolution, or reduce the percentage of the Owners required to consent to any material modification or amendment of this Resolution, without the consent of all of the Owners of the Bonds.

SECTION 14. Severability; Application of Subsequently Enacted Laws. In case any one or more of the provisions of this Resolution or of the Bonds shall for any reason be held to be illegal or invalid, such illegality or invalidity shall not affect any other provisions of this Resolution or of the Bonds, but this Resolution and the Bonds shall be construed and enforced as if such illegal or invalid provisions had not been contained therein. Any constitutional or statutory provisions enacted after the date of this Resolution which validate or make legal any provision of this Resolution and/or the Bonds which would not otherwise be valid or legal, shall be deemed to apply to this Resolution and to the Bonds.

SECTION 15. Recital of Regularity. This Governing Authority having investigated the regularity of the proceedings had in connection with the Bonds herein authorized and having determined the same to be regular, the Bonds shall contain the following recital, to-wit:

"It is certified that this Bond is authorized by and is issued in conformity with the requirements of the Constitution and statutes of this State."

SECTION 16. Effect of Registration. The Issuer, the Paying Agent, and any agent of either of them may treat the Owner in whose name any Bond is registered as the Owner of such Bond for the purpose of receiving payment of the principal (and redemption price) of and interest on such Bond and for all other purposes whatsoever, and to the extent permitted by law, neither the Issuer, the Paying Agent, nor any agent of either of them shall be affected by notice to the contrary.

SECTION 17. Notices to Owners. Wherever this Resolution provides for notice to Owners of Bonds of any event, such notice shall be sufficiently given (unless otherwise herein expressly provided) if in writing and mailed, first-class postage prepaid, to each Owner of such Bonds, at the address of such Owner as it appears in the Bond Register. In any case where notice to Owners of Bonds is given by mail, neither the failure to mail such notice to any particular Owner of Bonds, nor any defect in any notice so mailed, shall affect the sufficiency of such notice with respect to all other Bonds. Where this Resolution provides for notice in any manner, such notice may be waived in writing by the Owner or Owners entitled to receive such notice, either before or after the event, and such waiver shall be the equivalent of such notice. Waivers of notice by Owners shall be filed with the Paying Agent, but such filing shall not be a condition precedent to the validity of any action taken in reliance upon such waiver.

SECTION 18. Cancellation of Bonds. All Bonds surrendered for payment, redemption, transfer, exchange or replacement, if surrendered to the Paying Agent, shall be promptly canceled by it and, if surrendered to the Issuer, shall be delivered to the Paying Agent and, if not already canceled, shall be promptly canceled by the Paying Agent. The Issuer may at any time deliver to the Paying Agent for cancellation any Bonds previously registered and delivered which the Issuer may have acquired in any manner whatsoever, and all Bonds so delivered shall be promptly canceled by the Paying Agent. All canceled Bonds held by the Paying Agent shall be disposed of as directed in writing by the Issuer.

SECTION 19. Mutilated, Destroyed, Lost or Stolen Bonds. If (1) any mutilated Bond- is surrendered to the Paying Agent, or the Issuer and the Paying Agent receive evidence to their satisfaction of the destruction, loss or theft of any Bond, and (2) there is delivered to the Issuer and the Paying Agent such security or indemnity as may be required by them to save each of them harmless, then, in the absence of notice to the Issuer or the Paying Agent that such Bond has been acquired by a bona fide purchaser, the Issuer shall execute, and upon its request the Paying Agent shall register and deliver, in exchange for or in lieu of any such mutilated, destroyed, lost, or stolen Bond, a new Bond of the same maturity and of like tenor, interest rate and principal amount, bearing a number not contemporaneously outstanding. In case any such mutilated, destroyed, lost or stolen Bond has become or is about to become due and payable, the Issuer in its discretion may, instead of issuing a new Bond, pay such Bond. Upon the issuance of any new Bond under this Section, the Issuer may require the payment by the Owner of a sum sufficient to cover any tax or other governmental charge that may be imposed in relation thereto and any other expenses (including the fees and expenses of the Paying Agent) connected therewith. Every new Bond issued pursuant to this Section in lieu of any mutilated, destroyed, lost or stolen Bond shall constitute a replacement of the prior obligation of the Issuer, whether or not the mutilated, destroyed, lost or stolen Bond shall be at any time enforceable by anyone and shall be entitled to all the benefits of this Resolution equally and ratably with all other Outstanding Bonds. Any additional procedures set forth in the Agreement, authorized in this Resolution, shall also be available with respect to mutilated, destroyed, lost or stolen Bonds. The provisions of this Section are exclusive and shall preclude (to the extent lawful) all other rights and remedies with respect to the replacement and payment of mutilated, destroyed, lost or stolen Bonds.

SECTION 20. Discharge of Resolution; Defeasance. If the Issuer shall pay or cause to be paid, or there shall otherwise be paid to the Owners, the principal (and redemption price) of and interest on the Bonds, at the times and in the manner stipulated in this Resolution, then the pledge of the money, securities, and funds pledged under this Resolution and all covenants, agreements, and other obligations of the Issuer to the Owners of the Bonds shall thereupon cease, terminate, and become void and be discharged and satisfied, and the Paying Agent shall pay over or deliver all money held by it under this Resolution to the Issuer.

Bonds or interest installments for the payment or redemption of which money shall have been set aside and shall be held in trust (through deposit by the Issuer of funds for such payment or redemption or otherwise) at the maturity or redemption date thereof shall be

deemed to have been paid within the meaning and with the effect expressed above in this Section, if they have been defeased pursuant to Chapter 14-A of Title 39 of the Louisiana Revised Statutes of 1950, as amended, or any successor provisions thereto.

SECTION 21. Successor Paying Agent; Paying Agent Agreement. The Issuer will at all times maintain a Paying Agent meeting the qualifications hereinafter described for the performance of the duties hereunder for the Bonds. The designation of the initial Paying Agent in this Resolution is hereby confirmed and approved. The Issuer reserves the right to appoint a successor Paying Agent by (a) filing with the Person then performing such function a certified copy of a resolution or ordinance giving notice of the termination of the Agreement and appointing a successor and (b) causing notice to be given to each Owner. Every Paying Agent appointed hereunder shall at all times be a bank or trust company organized and doing business under the laws of the United States of America or of any state, authorized under such laws to exercise trust powers, and subject to supervision or examination by Federal or State authority. The Executive Officers are hereby authorized and directed to execute an appropriate Agreement with the Paying Agent for and on behalf of the Issuer in such form as may be satisfactory to said officers, the signatures of said officers on such Agreement to be conclusive evidence of the due exercise of the authority granted hereunder.

SECTION 22. Arbitrage. The Issuer covenants and agrees that, to the extent permitted by the laws of the State of Louisiana, it will comply with the requirements of the Internal Revenue Code of 1986 and any amendment thereto (the "Code") in order to establish, maintain and preserve the exclusion from "gross income" of interest on the Bonds under the Code. The Issuer further covenants and agrees that it will not take any action, fail to take any action, or permit any action within its control to be taken, or permit at any time or times any of the proceeds of the Bonds or any other funds of the Issuer to be used directly or indirectly in any manner, the effect of which would be to cause the Bonds to be "arbitrage bonds" or would result in the inclusion of the interest on any of the Bonds in gross income under the Code, including, without limitation, (i) the failure to comply with the limitation on investment of Bond- proceeds or (ii) the failure to pay any required rebate of arbitrage earnings to the United States of America or (iii) the use of the proceeds of the Bonds in a manner which would cause the Bonds to be "private activity bonds".

The Executive Officers are hereby empowered, authorized and directed to take any and all action and to execute and deliver any instrument, document or certificate necessary to effectuate the purposes of this Section.

SECTION 23. NOT Qualified Tax-Exempt Obligations . The Bonds are NOT designated as "qualified tax-exempt obligations" within the meaning of Section 265(b)(3) of the Code.

SECTION 24. Publication. A copy of this Resolution shall be published immediately after its adoption in one (1) issue of the official journal of the Issuer.-

SECTION 25. Continuing Disclosure. The Executive Officers are hereby empowered and directed to execute an appropriate Continuing Disclosure Certificate (substantially in the form set forth in Appendix H of the official statement issued in connection with the sale and issuance of the Bonds) pursuant to S.E.C. Rule 15c2-12(b)(5).

SECTION 26. Section Headings. The headings of the various sections hereof are inserted for convenience of reference only and shall not control or affect the meaning or construction of any of the provisions hereof.

SECTION 27. Effective Date. This Resolution shall become effective immediately.

The foregoing Resolution having been submitted to a vote, the vote thereon was as follows:

MEMBERS:	YEAS:	NAYS:	ABSENT:	ABSTAINING:
Phillip R. Guin	X			
Eursla Hardy			X	
Willie D. Burton	X			
Charlotte Crawley	X			
Lola May	X			
Tammy T. Phelps	X			
Bonita Crawford	X			
Barry F. Rachal	X			
Larry Ramsey	X			
Ginger Armstrong	X			

Dottie Bell	<u> X </u>
Lillian Priest	<u> X </u>

_____ And the resolution was declared adopted on this, 23rd day of January, 2007.

/s/ Ollie Tyler

/s/ Phillip Guin

Secretary

President

STATE OF LOUISIANA
PARISH OF CADDO

I, the undersigned Secretary of the Parish School Board of the Parish of Caddo, State of Louisiana, do hereby certify that the foregoing _____ (___) pages constitute a true and correct copy of a resolution adopted by said Parish School Board on January 23, 2007, authorizing the incurring of debt and issuance of Twenty Million Dollars (\$20,000,000) of General Obligation School Bonds, Series 2007, of Parishwide School District of Caddo Parish, Louisiana; prescribing the form, terms and conditions of said Bonds; designating the date, denomination and place of payment of said Bonds; providing for the payment thereof in principal and interest; and providing for other matters in connection therewith.

IN FAITH WHEREOF, witness my official signature and the impress of the official seal of the Parish School Board at Shreveport, Louisiana, on this, the 23rd day of January, 2007.

_____ Secretary

(SEAL)

Mr. Rachal acknowledged the astronomically low interest rates secured and applauded the superintendent and the board for a job well done. Mr. Schlueter concluded that the Caddo Parish School Board has had another glowing report, being at the top of the bond ratings from the two national rating agencies. He reported these rating agencies again focused on the things that Caddo does have a direct impact on, i.e. sound financial operation and performance of the School Board, the conservative budgeting over the years, and the fact that the School Board continues to maintain healthy reserves, which takes a lot of discipline. However, the results are a good credit rating, lower interest rates, which means lower taxes to the taxpayers. He noted that when the board went after the \$88 million bond issue in 2004, the board indicated to the voters that you did not expect to increase the taxes above the then current rate and not only has the board not increased above that rate, they have been reduced. He concluded his comments by stating that he wanted to say this while Mr. Wreyford is present, because he has worked very, very hard over the years to help the board maintain those good credit ratings.

SUPERINTENDENT’S REPORT

Mr. Guin stated that he plans to follow policy under this agenda item and the superintendent will present the Superintendent’s Report and at the end of her report, if a board member has a motion to put on the table concerning the report, he will recognize the board member at that time; and if not, the report will not be discussed. He added if there are additional requests for the Superintendent’s Report, board members will have the opportunity to do so under *Announcements and Requests*. Discussions concerning any item in the Superintendent’s Report that is outside a motion should be conducted at the work session.

Update on CPSB Construction Projects. The superintendent reported that this update was sent to the board in the *Weekly Briefing*.

Feeder Pattern Proposal for Booker T. Washington High School. Mrs. Tyler explained this is ongoing with the board appointed committee.

Draft Policy that Requires CPSB to Report Truancy to State Agencies. Mrs. Tyler stated she believes the board attorney is still looking at this item.

Information from Surrounding Districts Relative to Principals' Contracts and Salary Increased to 12 months. The superintendent reported that some information was sent in the *Weekly Briefing* and additional information was placed at board members' stations.

Process for Acquisition of Land Adjacent to Byrd High School. The superintendent reported that Mr. White today gave her an update on this item and staff continues to work on this request.

Update on Dual Enrollment. Mrs. Tyler reported that information was sent to the board in the *Weekly Briefing* on January 19th.

Formation of Committee to Address Over-Aged Students. The superintendent reported that staff will be presenting a report to the board in February on the over-age programs in place for students and plans for the future.

UNFINISHED BUSINESS

Mr. Guin stated that at board members' stations is a copy of calendars for February and March and he asked each to mark available Saturdays for a planned board retreat. Once the response is received, he will pick a date that all board members are available. Mr. Burton said it's not a board meeting, but a retreat, so it is not necessary that a quorum is present, and mentioned that he has a class on Saturdays and will likely not be able to attend.

ANNOUNCEMENTS AND REQUESTS

Mrs. Crawley stated her appreciation for the comments by the members of the Calendar Committee. She said these meetings were well attended and the members did work very hard and that her request was due to the community outrage that school begin before the last couple of weeks in August. She stated that August 20th is the date most remember and this is what she is looking for. She asked that two or three different calendars be brought to the board and that they include the number of instructional minutes prior to testing on each one. She also requested that an explanation be provided on how Southwood functions with 380 minute days and if this can be replicated throughout the parish.

Mrs. Crawley also announced it's the 10th anniversary of the Caddo Federation of Teachers/Support Personnel, as well as their president's birthday.

Mrs. Bell stated that she has three items to be placed under the Superintendent's Report – (1) report on overage students next month; (2) report on the Joy Home Program in Walnut Hill School and how the test scores at Walnut Hill are affected by these students' tests scores and should they not be reported at their home schools; and (3) truancy law. Mrs. Bell reported that she met with the superintendent and understands there are some good programs in place for the overage students, but she would like for the board to hear. Mrs. Bell stated she is very concerned about the number of students walking the streets at night and asked if the school board is doing its part in addressing this concern. Mr. Burton responded that as a point of information, he believes most of the board members are aware of the things in place to address these concerns as it was the board that initiated programs in place to address overage students, but he did enjoy Mrs. Bell's tenacity.

Ms. Phelps stated that last year she was appointed to the Federal Relations Network and as a result, she will be attending the FRN Conference in Washington, D.C. this month to lobby with members of Congress. She asked the superintendent and staff to advise her of any issues that might need to be addressed in these meetings.

Mrs. Bell announced that she will be holding her first Town Hall educational meeting on March 15th at 6:00 p.m. at the Community Center on Pines Road. She said this will be an opportunity for constituents in District 12 as well as principals in District 12 schools to hear what the board is doing, and to ask questions.

Mr. Rachal asked for a report on what ACT prep programs we have and are using as well as any companies that may provide this service which may help us in our ACT scores.

EXECUTIVE SESSION

Student Readmission Appeals. *Mr. Burton moved, seconded by Mrs. Crawley, to accept staff's recommendation for students with initials D.D., M.B., N. J., and D.S. and to go into Executive Session to consider the readmission appeal of the student with initials J.M. Vote on the motion carried unanimously and the board went into executive session at approximately 6:22 p.m.*

The board reconvened into open session at approximately 7:16 p.m. *Mr. Rachal moved, seconded by Mrs. May, to support staff's recommendation for the student with initials J.M. Vote on the motion carried with Board member Armstrong opposed and Board members Guin, Burton, Crawley, May, Phelps, Priest, Crawford, Rachal, Ramsey and Bell supporting the motion.*

Demand Letter from the Harper Law Firm dated December 26, 2006, re: Wendell

DePrang/Health Benefit Services. *Mr. Burton moved, seconded by Mrs. Crawley, to go into Executive Session for five minutes for the purpose of discussing the demand letter from the Harper Law Firm dated December 26, 2006. Vote on the motion carried unanimously and the board went into executive session at approximately 7:18 p.m. The board reconvened into open session at approximately 7:35 p.m.*

Adjournment. *Mrs. Crawley moved, seconded by Mr. Rachal, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 7:36 p.m.*

Ollie S. Tyler, Secretary

Phillip Guin, President

February 8, 2007

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m. on Thursday, February 8, 2007, with President Phillip Guin presiding and Willie Burton and Bonita Crawford present being a quorum. Other school board members present were Charlotte Crawley, Lola May, Tammy Phelps, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Ollie S. Tyler, Legal Counsel Reginald Abrams, staff and other visitors. President Guin announced that Lillian Priest is out of town and asked everyone to remember Eursla Hardy in their thoughts and prayers. Following a moment of silent prayer, Board Member Charlotte Crawley led the Pledge of Allegiance.

PRESENTATIONS

2005-2006 Financial Audit Report. Ben Wreyford, director of finance, introduced Tim Green of Allen, Green and Williamson CPAs. Mr. Green shared with the board the financial audit and the compliance audit for the 05-06 year. He announced three reports were previously distributed to the board and summarized each as follows. Mr. Green stated that the audit had two focuses – (1) financial operations and (2) because the school board receives so many Federal dollars, the Federal Government imposes on the auditors to conduct certain tests in the Federal areas to make certain the school board is complying with those requirements. Mr. Green expressed appreciation to Jeff Howard and the CPSB Auditing Department staff, Ben Wreyford and his staff, Pat Evans as well as the Payroll and Personnel Departments for their assistance.

Relative to financial operations, Mr. Green announced their opinion is a “clean” opinion or an “unqualified” opinion, and he shared with the board a summary of the revenues, receipts, and expenditures for the year, as well as a comparison to last year where an increase of approximately \$10 million in the grants and contributions was received, which was primarily due to the hurricane and the increase in students, etc. He reported a second big item under revenues was the jump in sales tax this past year, approximately \$10 million, which also was directly related to Hurricane Katrina. Mr. Green said the financial statement is prepared on a full accrual basis of accounting and includes wear and tear and depreciation on the assets and presents to the board the best picture on the financial operations for the year. Mr. Green also reported that Hurricanes Katrina and Rita also contributed to the revenues exceeding the expenditures by approximately \$26 million in sales tax and additional grant monies received.

Mr. Green brought the board’s attention to the General Fund which is the fund the board deals with more on a monthly basis. He reported this fund reflects the revenues and expenditures for the year and shows a comparison of this year to previous years and reflects an approximate 15% increase for the year. The CPSB ended the year with a fund balance of \$46 million, and he asked the board to realize that what is reported in the Annual Financial Report includes additional funds (insurance reserve, unemployment compensation fund, etc.) and when those are backed out, an approximate \$38 million General Fund balance is reflected. Relative to the Child Nutrition Programs, Mr. Green stated for the past two years, expenditures have been more than the revenue and the fund balance continues to decrease, with a \$4.9 million balance in 2003 and approximately \$4 million now, and encouraged the board to look at lunch fees, etc. Mr. Green also addressed CEEF (Caddo Educational Excellence Fund) and that the gaming revenues over the past couple of years have been \$1 million plus, with the interest earnings rising which allows for more funds to be used for educational enhancements. Mr. Green reported that in looking at all the fund balances, these improved this year showing a two-month reserve and encouraged the school board to continue this improvement.

With regard to the compliance area, Mr. Green noted the capital asset listing included and comments in the areas of Child Nutrition and Capital Projects that have been discussed with the staff and correction have been made. He further explained the corrections made in each area, including a “checks and balances” within the accounts payable program so that whoever is setting up invoices does not have the ability to create new vendors. In the testing of Federal programs, Mr. Green stated that this year, in the rotation, the special education program and Hurricane Education Impact Aid were tested with no comments in either area, meaning that both tested compliant with all the Federal regulations and requirements. Another issue relating to personnel and payroll variance reports is two systems were being used; but after meeting with staff, he understands that a reconciliation of these two reports is now in place. Also,

February 8, 2007

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 7:45 p.m. (immediately following the Executive Committee/Board Work Session) on Thursday, February 8, 2007 with President Phillip Guin presiding and the following school board members present being a quorum: Charlotte Crawley, Lola May, Tammy T. Phelps, Bonita Crawford, Barry Rachal, Ginger Armstrong, Larry Ramsey and Dottie Bell. Mr. Guin announced that Ms. Priest is out of town, Mrs. Hardy is absent and Mr. Burton left the meeting early as he teaches a class on Thursday evenings. Also present were Secretary Ollie S. Tyler, and Reginald Abrams, legal counsel. The invocation and Pledge of Allegiance were omitted.

VISITORS

Gail Tullis, teacher at Southern Hills Elementary, addressed the board on the proposed transfer of the assistant principal to another school and asked the board to reconsider the decision to relocate this administrator. She said there are numerous concerns at Southern Hills Elementary needing to be addressed and encouraged the board to do so.

Marion Morris, parent, PTA president, Woodlawn Booster Club president, addressed the board on concerns she has at Woodlawn High School. She explained she understands how busy the superintendent is, but many parents at Woodlawn desire to schedule a meeting with the superintendent and discuss these concerns and possible solutions to problems such as low morale, lack of school spirit, discouragement of community involvement, high teacher turnover, staff leaving the school, city, parish and state, and a lack of support from the athletic administration. She stated it is imperative that they are allowed to voice their concerns.

PERSONNEL RECOMMENDATION(S)

Mr. Guin announced that the Southern Hills AP reassignment is removed from the agenda as it should not have been placed on the agenda.

Mr. Ramsey moved, seconded by Mrs. Armstrong, to approve the personnel recommendation(s) as recommended by the superintendent and submitted in the mailout and as amended to remove the AP transfer. Vote on the motion carried unanimously. Mary Nash Robinson, assistant superintendent of human resources, introduced the following appointment approved by the CPSB: (1) Stacey Russell, assistant principal of instruction at Woodlawn High School. This appointment will receive the appropriate salary as reflected by the Caddo Parish School Board salary schedule applicable to the position to which she was appointed. Administrators, family and other guests present also were recognized.

NATIONAL SCHOOL COUNSELING WEEK PROCLAMATION

Mrs. Crawford moved, seconded by Mrs. Crawley, to approve the proclamation proclaiming February 5-9, 2007 as National School Counseling Week as submitted in the mailout. Vote on the motion carried unanimously. A copy of the proclamation is made a part of the permanent record of the CPSB February 8, 2007 meeting file.

REQUEST FOR USE OF SCHOOL BUSES BY SOUTHERN UNIVERSITY SHREVEPORT YOUTH NETWORK INITIATIVE OFFICE CAREERS PROGRAM

Mr. Rachal moved, seconded by Mrs. Bell, that the request for use of school buses by Southern University Shreveport for the Youth Network Initiative Office Careers Program be approved as submitted in the mailout. Vote on the motion carried unanimously.

EXECUTIVE SESSION

Mrs. May moved, seconded by Mrs. Crawford, to go into executive session for up to 10 minutes for the purpose of hearing a legal update on Log No. 67-C-M-1, Angela Bullock, Aaron Conner, Darrell Coleman, Ray Vailes, Rodriguez Kennedy and Trivenskey Odom and Others Similarly Situated v. CPSB. Vote on the motion carried unanimously and the board went into executive session at approximately 8:03 p.m.

The board reconvened into open session at approximately 8:55 p.m. *Mrs. May moved, seconded by Mrs. Crawley, that the Caddo Parish School Board authorize the superintendent to hire the consultant to provide services as presented for training to be paid from the appropriate budget. Vote on the motion carried unanimously.*

Adjournment. *Mr. Ramsey moved, seconded by Mrs. May, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 8:56 p.m.*

Ollie S. Tyler, Secretary

Phillip R. Guin, President

performance and statistical data submitted by the school board to the Louisiana Department of Education was reviewed and tested with no exceptions noted in the 12 procedures tested. He said auditors were also required to test Caddo's compliance with the state statute regarding the Educational Excellence Fund and there were no comments concerning this fund.

Mr. Guin brought to the board members' attention and asked them to remember that under fund balances on page 5, that the '05 number is June '05 and the '06 number is June '06. He also asked board members to refer to last month's mailout on the budget revisions and the \$11+ million in items (pay raises, one-time supplements, changes in the kindergarten ratio) that have brought the projected ending fund balance for June '07 to approximately \$22 million. Mrs. Tyler also noted the recurring expenses included in the \$22 million ending balance.

Dottie Bell asked about the unemployment reserve of \$667,000? Mr. Wreyford explained this amount is a separate savings account set aside to address potential expenditures that may come before the board for possible unemployment claims.

Mr. Rachal asked if the parishwide capital projects are earned year-ending? Mr. Green explained this money is designated strictly for construction and cannot be used for current operations.

Mr. Green also shared with the board that in Louisiana, all governments who issue annual financial reports are required to do so on a "GAAP" (Generally Accepted Accounting Principles) basis. He explained that a new Statement (No. 45) dealing with other Post-employment benefits other than pensions must be filed, and this is primarily concerning health insurance and employees' rights to receive health care benefits after they retire. He explained these costs are not recognized on the books until they are paid, and GASB wants governments to conduct an actuarial study to determine the cost owed to each employee. He stated they want this liability calculated and recorded on the books, which could be approximately \$200 million considering the number of employees in the district, and this number will begin appearing on the books in '07-'08. Mr. Green also reported that because of Caddo's size, Caddo will be required to do an actuarial study every two years. He explained this huge accounting issue will most probably have costs associated with it and some governments will begin to partially fund this liability; as GASB will not allow governments to set everything up in year one, but will allow it to be amortized over a 30-year period. Mr. Green also stated this will affect the School Board's future credit ratings and bond rates.

In closing, Mr. Green expressed appreciation to Ben Wreyford for the working relationship and his desire to always make certain the financials were good and that there were no significant issues regarding accounting in the district.

Efforts to Support Teaching/Learning and Testing Programs – Attendance and Child Welfare Department. Assistant Superintendent Mary Nash-Robinson introduced Diane Atkins, director of the Attendance and Child Welfare Department, who shared with the board and audience that the mission of this department is interwoven with the district's mission to improve the academic achievement of students and overall district effectiveness. She said the department is responsible for linking parents and students to community based resources to improve the quality of life, and she highlighted the broad range of services extended to parents and students who seek assistance through the department. Supervisors of Child Welfare Larry Anderson, Donnis Bozeman, Lynette Everett, Kevin Guerrero, Elnora Salone and Susan Smith were introduced, as well as Facilitators (those who make home visits in addition to the supervisors) Mikki Grant, Tiawan Jones, and Angela Samuels. Mrs. Atkins also introduced the the following members of the office personnel: Brigitte Blount, Carol Davis, Linda Lewis, Carol Patterson and Sandra Roberson. Mrs. Atkins added that the services the department's employees render to the public are a part of Priority Goal III to coordinate and deliver efficient and effective administrative support aligned with school based needs, to provide a secure and orderly learning environment and working conditions in Caddo's schools which requires decisive decision making and applying policy and state law. Mrs. Atkins also shared numerous statistics and services provided by this department and announced that State Superintendent Picard has declared the week of February 12-16, 2007 as Attendance Awareness Week.

Willie Burton left the meeting at approximately 5:18 p.m.

Transportation Department. Otis Jones, director of transportation, shared with the board, via a video presentation, highlights of the Transportation Department, including numerous statistics, awards and services provided to the students and employees in Caddo Parish. Mr. Jones also explained the availability of transportation information via the web site and the Edulog software, which is the map source for routing and attendance lines. Mr. Jones introduced the following staff members who provide the services through this department: Clarence Travers, supervisor, routing specialist; Mary Reliford-Harris, field supervisor; Sherry Reed, secretary; Chris Sylvie, shop foreman; Cynthia Tisby, transportation analyst; Betty Robinson, training secretary; and Diane Brooks, receptionist/secretary.

Over-age Students. Wanda Gunn first commended her fellow co-workers in transportation and attendance for helping make the lives of those in Academic Affairs easier. Mrs. Gunn stated that Board member Dottie Bell requested a brief presentation on Caddo's over-age students and how their needs are being addressed and shared the history of over-age students when the Department of Education High Stakes Testing and Accountability Requirements together with Caddo's policy caused a growth in the over-age population. She said with 4th and 8th grade students not being able to move to the next grade level until they passed the LEAP test, students were retained several times and became frustrated at being unsuccessful, which resulted in the need for an intervention program specific to the over-age students. Mrs. Gunn stated that current research points to the fact that retention is not beneficial to student learning unless maturity is a key factor or the students have a completely new approach to teaching and learning, and the CPSB Pupil Progression Plan is mirrored to the Louisiana Department of Education's guideline allowing students to promote after one year of not passing the LEAP. The following staff members shared with the board a brief synopsis of the various programs available through their schools to assist over-age students who do not fit the traditional program and need differentiated instruction to meet their individual needs. Pam Barker – Accelerated Program at Alexander Learning Center; Cleveland White – Caddo Learning Center (CAPT Program) at Green Oaks High School; Nancy Caldwell – Options Program (PreGED Program) at Hosston; Marie Eakin – preGED Options Program at Hamilton Terrace; and Bonnie Martinez – Options III Program at Caddo Career and Technology Center. Roy Thomas, director of high schools, also shared with the board the preGED program on all the high school campuses (with the exception of Magnet High), and the fact that the numbers of students enrolled in this program is increasing. Mr. Thomas said if we are to serve the students in a viable way, he believes it will be necessary to appropriate more time, talent and resources in order to make the program work and reduce the drop-out rate.

Mrs. Gunn reported to the board that the Focus Group for the Comprehensive Enhancement Plan for Students and Schools is discussing for recommendation to the board an overage center for the 07-08 school year. She expressed appreciation to the board for their support in serving Caddo's youth.

Mrs. Bell thanked the superintendent and staff for this report as she is very concerned about over age students. She commented on the programs in place and how great they are, but asked the staff to look at the 302 overage elementary students and the 498 overage middle school students that are in school now. Mrs. Bell stated she is interested in determining what the board can do to help the superintendent and staff and relieve the pressure in the classrooms where teachers are having to address overage students. She stated her support of an overage center for not only elementary students, but also for middle school students.

Ms. Phelps thanked everyone for the presentations made today and encouraged board members to visit the Transportation Department.

Recess. The board president called for a five-minute recess at approximately 5:53 p.m. and the board reconvened in open session at approximately 6:10 p.m.

EXECUTIVE COMMITTEE – ESTABLISH THE AGENDA FOR THE FEBRUARY 20, 2007 CPSB MEETING

Superintendent Tyler highlighted the proposed agenda items for the February 20, 2007 Caddo Parish School Board meeting and the following discussion ensued. The superintendent asked that an item be added titled "CEEF Recommendations" as well as a Tenure Hearing for a

Tenured Bus Driver under Executive Session. Mr. Rachal requested that an item titled Energy Conservation be added to the February 20th agenda.

Proposed 2007-08 School Calendar. Mrs. Crawley expressed appreciation to the superintendent and the calendar committee for the calendars presented for the board's consideration. She announced that she has put together a concept for the calendar and shared a copy with the board members. Mrs. Crawley also shared some additional information on teacher absences in the fall if we do or do not have a fall break and she asked that staff put together some similar data for Caddo. She explained her calendar and those dates designated as teacher inservice days, and that this calendar is very similar to the Third Draft given to the board, but you would have to add 15 minutes to the day and staff has said that this is not doable. Mrs. Crawley noted the first day for students as August 20th and went through the calendar noting the days students would be out of school for Thanksgiving, Christmas, Spring Break, Easter, Martin Luther King Day, Presidents Day, etc. She explained that she received a lot of comments from teachers regarding December 24th being the first day off for Christmas, so she is recommending that the first day off for Christmas is the 20th, that they are off for two full weeks and return on January 3rd, and the first semester ending on January 11th. Mrs. Crawley indicated she never had a parent call and complain that they were unhappy because the semester is cut before Christmas, and she understands they want to cut it before Christmas, but they don't want to start school until the 20th and you can't do it all. Mrs. Crawley stated that she explained to them something would have to be given up if 15 minutes cannot be added to the school day, and they were willing to give up the first semester ending at Christmas. She also said that if this is the calendar chosen and the first semester ends on January 11th, she believes it will be important to clarify to teachers that they are not to give long-term assignments for the students over the Christmas Holidays. Mrs. Crawley continued to explain the calendar she proposed with the second semester beginning on January 14th and ending on May 29th. She also stated she understands it would be perfect if the second semester could end by Memorial Day, but everyone will have to return for three days after Memorial Day.

Mr. Rachal stated he attended many of the calendar committee meetings and shared with the board how committed this committee was to the task and how thorough they were in their work. He said last year he introduced the idea of a longer school day; and he doesn't know for certain that this was researched a great deal, but believes most of them felt there was something there that needed to be considered. He added that at this particular point in time, and taking into consideration the other repercussions, he doesn't believe they feel the extended school day would be wise. Mr. Rachal said he knows the staff is committed to continue to look into this concept and determine all the pros and cons, so when a decision is made, it won't be one that we will be trying to reverse. He noted that one of the comments made to him was if the number of days students are in school is shortened, it will cost the district more money, which he cannot figure out, because he wonders if we stay in school longer, will it cost the district less? He asked that this, what he believes to be a viable option, is looked at further. He also added that he appreciates the information introduced and will look at it and ask questions if he has any.

Mrs. Crawford stated that she too has received calls regarding starting school later and asked if we start later (20th), will it make a substantial impact on the testing week in the number of teaching days before testing week? Mrs. Tyler responded that she would need to ask the committee as she did not compute the number of instructional hours students would receive prior to testing with this proposed calendar. Mr. Thomas responded if we start later, there will be less instruction time between the start of school and testing. Mrs. Crawford said she understands that, but if the semester is pushed back and ends January 11th, will there be less hours? Mr. Thomas answered yes, there would be less hours prior to testing. Mrs. Crawford asked Mr. Thomas if he believes this will impact testing? Mr. Thomas responded that in preparation for testing, every minute the students can receive in instruction is valuable.

Mrs. Armstrong asked for clarification, because according to Draft 2, there are 45 days in the first nine weeks, and second nine weeks, there are 44 days. The superintendent explained that the question does not have anything to do with semester time, but with the number of hours before testing. Mrs. Tyler explained the same number of days is in each semester, but with the semester ending after Christmas, and if talking about the number of instructional hours before testing, there is a difference. Mrs. Armstrong expressed her appreciation for the depth of the work completed by the committee. She said she heard several years ago that Rapides had extended their school days and was anxious to learn the outcome of the study and appreciates the

work done. Mrs. Armstrong indicated she has received two comments in the calls she has received and they are (1) start the school year later and (2) have a few more days off prior to Christmas rather than after Christmas. She stated that when the board first considered ending the first semester prior to Christmas holidays, the thought was that (1) children would not have studies to do over the Christmas holidays, and (2) children could finish testing prior to Christmas so they would not be worried about it and the grades would be better. Mrs. Armstrong stated that she believes if we went to the teachers and asked them to rethink this decision, they would remember that the three weeks between Thanksgiving and Christmas are almost a loss and she believes students should come back and review for one week prior to first semester testing. Mrs. Armstrong also thanked the committee for their work and for the work Mrs. Crawley brought to the board today, because she believes this option will be more beneficial to the students and she would like to see the district return to this type calendar. She restated her support of a calendar that will end after Christmas as well as starting the school year later than the proposed calendar.

Dottie Bell shared with the board that she too did her homework when she received her mailout packet and that she too would like to start later because it is too hot. Mrs. Bell noted that there are 15 schools that do not have air conditioned gyms and when students must take P.E. and you have three P.E. teachers and only one gym, some will be in the gym and some will be outside. She stated there are also 10 schools with no air conditioning in the auditoriums and two schools whose cafeterias are not air conditioned. She also noted the length of time some students must ride the school buses, up to an hour in the morning and in the afternoon, and how hot it is if buses are not air conditioned. Mrs. Bell also said she supports a later start date and ending the first semester after Christmas, because the children are not focused on learning between Thanksgiving and Christmas.

Ms. Phelps inquired about the summer testing dates, the remediation dates? Mrs. Gunn responded they are the last week in June. Ms. Phelps asked when will remediation begin? Mrs. Gunn stated that the remediation will begin on June 2nd and students will go 16 days from 8-3 each day prior to testing. Ms. Phelps asked if staff knows when the test scores will be returned? Mrs. Tyler answered that we ask them to get test scores back before school starts; however, we do not have any control over when they are returned. Ms. Phelps stated that maybe the later start time will allow more time for the test scores to be known. Ms. Phelps also asked why the procedure ceased whereby the freshmen went a day by themselves and then the 10-12th graders attended a day without the freshmen. Mr. Thomas said the state has changed the requirement for getting the Carnegie credits and it is now by course and by the number of instructional minutes and when the days are staggered, they do not get the required number of minutes. Mr. Thomas also confirmed that staff is continuing to work on the registration process.

Mrs. Crawley stated that she appreciates the summer comments, i.e. the heat, etc., and how starting early interferes with summer scheduled activities. She stated that the calendar with the largest number of minutes before testing is #3 where the day is extended by 15 minutes. She also referred to the data sheet on the calendar and information on the fall break and a study done by DeSoto Parish to reflect that when they began fall breaks, teacher absences were cut in half for doctor visits, dentist visits, etc. as they would plan them for that day rather than have to take time off. She also stated that she believes that days students are taught by subs are lost instructional days.

Mr. Ramsey expressed his appreciation to the committee for their work. He said he did read the information provided on the calendars and he understands the added cost for extended days and his desire is to start school as late as possible and to have a calendar that is best suited for the students while still getting in the number of minutes needed. Mr. Ramsey said out of respect for the work of the committee to address the needs of the students, and after hearing the discussion on the calendar, he said he questions why we ask for a committee since it appears we have many experts who can come up with a calendar. With the staff's time being very valuable, he suggested that maybe the board should be a Committee of the Whole for the purpose of coming up with a calendar. He indicated he doesn't have a problem ending the first semester after Christmas, as he didn't have a problem the first time when the staff presented ending the first semester before Christmas; however the board beat the staff up over it, and now we are beating them up again. He asked the board to be realistic in its approach of what we ask the staff to do, and also expressed his appreciation for what the staff does on a daily basis.

Ms. Phelps asked about the revised Calendar No. 3 which proposes starting on the 20th and the pros and cons of starting later, and also what was the rationale for the early start? Mrs. Gunn explained that the Calendar 3 is the one with the 15 minute extended day and with this, you can start later. Ms. Phelps asked why are we not adding the 15 minutes to the day? Mrs. Tyler indicated she does not know if the reasoning is included, but in talking with staff about this option, it has a lot to do with the children's safety and cited a recent incident with a pre-K student who was hit by a bus. She said there are many after-school programs and adding 15 minutes to the day only puts these students later going home. Mrs. Ebarb responded that safety was a big issue, as well as bus schedules, and the research indicates there is no significant difference when time is added to the day. Ms. Phelps echoed the comments by Mrs. Bell relative to the heat and the lack of air conditioning in the schools when school begins.

Mrs. Bell stated that she too appreciates the work of the committee and highlighted the surveys placed on the Caddo web site (questions and responses). Mrs. Bell said that during her campaign, she was constantly asked to not start school early and parents know they have to give up something, but they are more concerned with what is best for their children.

Mrs. Tyler explained that the results of the survey indicated parents wanted to do both – start later and end the first semester by Christmas.

Mr. Guin shared with the board that his constituents want higher test scores, start later, finish sooner, increase vacation time between the two and they don't want to get hot and he said he is saying this because it is true and he has asked the media to assist the district in communicating to the public the type constraints the district is under. He stated the calendar committee must look at a start date, the test date and the end date and then they must look at summer school, retesting and when test scores will be received so they can prepare to start school again. Mr. Guin said also in this equation, staff has to figure out how to raise test scores by a certain percentage every year so they do not end up with an unacceptable SPS and busing students across town for School Choice and the state is still requiring 63,720 instructional minutes. He indicated there are a lot of things that go into planning a calendar and pointed out in the discussion that the board provided input a few years ago on ending the first semester prior to Christmas Break. Now, we are saying that it's acceptable to look at doing it differently. He stated he understands the taking of the fall break and starting mid August was not a popular option with the teachers, but believes if we can start later and end the first semester after the Christmas break, it accommodates in this area. He also stated it takes two weeks off the schedule before testing time and it is hard to accomplish everything that is being asked. He asked that the board in the future look at options to extend the day to accommodate some of the minutes, and that it doesn't have to necessarily be 15 minutes, but it could be 10 minutes or another median. Mr. Guin stated the point he wishes to make is there is a lot that goes into the making of a calendar and at the end of the day, you will not please everyone. Mr. Guin noted there are two weeks before a vote is scheduled on the school calendar and he asked the board to spend some time on this and that the superintendent work with the committee and look at a possible blend of the two calendars.

Proposed Locally Initiated Electives. Mrs. Gunn stated that Louis Cook, principal at Northwood, requested this item and has informed her that students are enrolled this semester. She asked that the item be revised to reflect beginning with this semester of the '06-'07 SY.

Contract Between Pepsiamericas and CPSB for Beverages at Captain Shreve. Mr. Abrams explained that board members have not received information on this item as the contract was developed and Pepsi has sent it to their attorneys in Chicago and he hopes it will be sent to us within the next week.

Energy Conservation. Mr. Rachal stated that he will provide information in the *Weekly Briefing* and the key to this item is we want some options and we don't know what the options are until we send out a proposal. He said he believes the school board should take on the leadership in energy conservation and make sure we are doing everything we can.

SUPERINTENDENT'S REPORT

Update on CPSB Construction Projects. Mrs. Armstrong asked staff for an update on the gymnasium addition at Walnut Hill.

Feeder Pattern Proposal for BTW High School. Mrs. Tyler reported that the Focus Group continues to address this in their work.

Draft Policy that Requires CPSB to Report Truancy to State Agencies. Mr. Rachal stated there are some districts working with the juvenile system judges and asked Mr. Abrams if he has received any information? Mr. Abrams responded he has received some of the information. Mr. Rachal asked that the opportunity be made to visit with these other districts at this year's Louisiana School Boards Association annual meeting. Mr. Abrams explained that what Ms. Phelps has requested is different as it is a policy regarding reporting truancy to state agencies.

Information from Surrounding Districts Relative to Principals' Contracts and Salary Increased to 12 Months. Mrs. Crawley stated that in the last meeting she shared information provided by the staff on the results of the staff survey and asked that the board look closely at changing to 12 months for principals. Mrs. Crawley also asked for some dollar amounts associated with this concept for the budget, and that as staff receives applications this year and teachers choose another district to please inquire and make note as to why.

Acquisition of Land Adjacent to Byrd High School. Mrs. Crawford shared a conversation she had with a former board member who stated he believed there is a set aside for land acquisition for Byrd and asked staff to look into this. Mr. Lavergne reported that today he and Mr. White completed looking at the owners of adjacent property to Byrd and a letter is being prepared to be sent to them regarding possible price.

Dual Enrollment. Ms. Phelps stated that she received the last update on the schools with the program and she would like to get with the superintendent and Mr. Thomas concerning this issue as one school responded that they feel the AP is serving the students better and she knows every school is not AP material and dual enrollment is a whole different program. With the low number, she would like to look at the schools that are not participating nor offering Dual Enrollment as she believes this is a disadvantage for the students. Mrs. Tyler indicated that staff does encourage the principals. Mr. Rachal asked the superintendent about her statement to encourage the principals and if we can't make it policy? Mrs. Tyler explained there may be some factors that prohibit this, but she will follow up. Ms. Phelps stated that the policy is for it to be offered in every school and we are trying to make certain that it is.

Condense Recognitions at CPSB Meetings to 30 Minutes. Mrs. May stated her concern is those who are being promoted bring family and friends and they are having to wait so long to be recognized and she is only asking if there is some way the agenda can be adjusted. Mrs. Tyler asked if it might be possible to look at moving the recognitions after the personnel recommendations as she believes it is very important that the board take the time to recognize and congratulate the students and employees receiving awards. Mr. Guin reminded the board members that the presentations this evening were done because the board requested these department presentations from staff. Ms. Bell asked that we not consider taking away recognizing our employees and students as this is very important and she feels it should be kept the front of the agenda so everyone can recognize them.

Change in CPSB Meeting Dates. Mrs. May stated that when the board changes its meetings they have some times been rescheduled in conflict with meetings of other elected bodies, i.e. City Council, Parish Commission, and asked that they just be left on the first and third Tuesday. Mr. Guin asked board members to remember that if meeting dates for the NSBA, LSBA, etc. conflict with the board's scheduled meetings, board members always ask that the dates be changed and in this particular case, the meeting was changed because legal counsel attended a conference on the school board's behalf.

ACT Prep Courses and Companies that Could Provide the Service. Mr. Rachal reported that staff is continuing to gather information for this request.

Mrs. Crawley asked that an item be added under the Superintendent's Report to include a chart similar to DeSoto Parish's reflecting teacher absences since we did have a fall break on the 06-07 calendar.

CONFIRM THE AGENDA AND CONSENT AGENDA

Mr. Guin proposed Items 9-14, 16-17 and 19-20 as the consent agenda. *Mrs. Crawford moved, seconded by Mr. Guin, that the proposed agenda and consent agenda for the February 20, 2007 CPSB meeting be approved as presented. Vote on the motion carried unanimously.*

POLL VISITORS

Cedric Choyce, president of the Caddo Association of Educators, stated that he served on the calendar committee and since he was absent for the vote on the proposed calendar, he would like to go on record as being against the proposed calendar.

Adjournment. *Mrs. Crawford moved, seconded by Mr. Guin, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 7:30 p.m.*

February 20, 2007

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 4:30 p.m. on Tuesday, February 20, 2007 with President Phillip Guin presiding and the following school board members present being a quorum: Eursla D. Hardy, Willie Burton, Charlotte Crawley, Lola May, Tammy T. Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong, Larry Ramsey, and Dottie Bell. Also present were Secretary Ollie S. Tyler, and Reginald Abrams, legal counsel. Charlotte Crawley led in a moment of silent prayer followed by the Pledge of Allegiance.

Mrs. Hardy expressed her appreciation to board members, the superintendent, staff, school principals and faculties, et.al. for their hospitality during the recent loss of her husband. She announced that the Caddo Career and Technology Center has set up a scholarship fund in his memory and those interested in contributing to this fund may contact Bonnie Martinez, principal.

CONSIDERATION OF MINUTES OF THE JANUARY 23, 2007 AND FEBRUARY 8, 2007 CPSB MEETINGS

Mrs. Armstrong moved, seconded by Mr. Ramsey, to approve the minutes of the January 23, 2007 and February 8, 2007 CPSB meetings as submitted in the mailout. Vote on the motion carried unanimously.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

President Guin announced that Item 18 *Contract Between Pepsiamericas and CPSB for Beverages at Captain Shreve High School* is postponed until March, that Item 21 *Energy Conservation* is pulled from the agenda and Item 26(1) *Executive Session Level IV Grievance* is postponed until March 6, 2007. Mr. Rachal stated that *Energy Conservation* is being pulled because of legal issues. Mr. Guin classified Items 9-14, 16-17, and 19-20 as the consent agenda.

SPECIAL PRESENTATIONS/RECOGNITIONS

On behalf of the CPSB and staff, Burnadine Moss Anderson, executive assistant to the superintendent/communications, made the following special recognitions. The president and superintendent greeted and presented each honoree with a certificate/award for their outstanding accomplishments. Parents, school administrators, staff and other guests also were recognized.

Northwestern Reading Council Young Authors. The following students were recognized for winning in the Louisiana Reading Association Young Authors contest: Christian Mitchell, kindergarten, fiction; Zack Goutee, 1st grade, poetry; Grayson Isom, 2nd grade, non-fiction; Stephanie Daigle, 5th grade, non-fiction, and Ciara Cox, 5th grade, poetry. Debbie Rickards is the teacher at Shreve Island.

NASA Art Contest Winners. Reginald Brossette and Ariana Richard, students at Broadmoor Middle Lab, were recognized for winning the NASA Art Contest. Mrs. Paige is the teacher at Broadmoor Middle Lab School.

Shreveport Regional Math Counts Competition. Members of the team from Youree Drive Middle School were recognized for winning the regional Math Counts competition sponsored by the Louisiana Engineering Society. The students who make up the team include Hayden Flint, Yusheng Quin, Logan Metz and Sam Johnston. Dennis Spires is the teacher/coach. Hayden Flint was recognized for placing 2nd in the Individual Overall winner.

Louisiana Junior Science and Humanities Symposium Winners. Maria Huang, first place, \$2000 scholarship; Claire Bayer, second place, \$1500 scholarship; and Taylor Conrad, third place, \$1000 scholarship, were recognized for winning top honors at the Louisiana Junior Science and Humanities Symposium. The students attend Caddo Magnet High and the teachers are Sheryl Thomas and Kris Clements.

Automotive Industry Planning Council Award. Gary Weese, teacher, and the Caddo Career & Technology Center Automotive Technology Program were recognized for being selected as the national runner-up in secondary education by the Automotive Industry Planning Council.

Mrs. Anderson announced the Caddo Career & Technology Center will receive \$120,000 for this program.

Little Kids Rock. Linda Johnson, Caddo Parish Schools Human Resources Administrator, was recognized for her outstanding contributions of time and resources to the Little Kids Rock Program and the James Burton Foundation.

4-H. Louise McDonald and students from Huntington High School's 4-H Club presented board members a tray of cookies in appreciation of the board's continued support of the 4-H program.

Recess. The board president called for a brief recess at approximately 5:00 p.m. and the board reconvened in open session at approximately 5:08 p.m.

VISITORS

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on at-risk/overage students and how these students, as well as the teachers who teach them, feel. She also noted factors associated with overage students, i.e. absenteeism, lack of academic and emotional support, self-esteem issues, poverty, etc. Mrs. Lansdale also shared information on a pro-active program in the Cincinnati Public School System, and how Caddo's teachers are relieved the board is looking to build on what has begun in the district to help relieve the stress of overage students in their classrooms, i.e. reducing the pupil:teacher ratio in the early grades and the development of an overage center at Alexander. With much still needing to be done, Mrs. Lansdale said the Federation looks forward to working with the board in the future to continue researching other pro-active and intervention strategies to address this concern.

Marsha Little, parent and grandparent, addressed the Board on parent teacher conferences and that she doesn't see them in Caddo Parish. Mrs. Little shared her experiences in Michigan and Alabama where the schools set a date whereby parent-teacher conferences were held and asked that this be looked at for Caddo Parish.

Mr. Burton arrived at approximately 5:15 p.m.

Dr. Gerald Burrow, principal and member of the Calendar Committee, spoke in favor of the school calendar being proposed for the 2007-08 school year. Dr. Burrow stated that he chaired the Curriculum/Instruction sub-committee and the members of the sub-committee examined how school calendars directly affect the educational development of the students in Caddo. He said the sub-committee was mindful of the charge from the board as well as the results of the surveys completed by certified and classified employees. Dr. Burrow addressed the apparent confusion and/or misunderstandings over whether members of the committee, or chairs in particular, fairly examined and considered various examples of school calendars. He said the proposals submitted which lengthened the school day by 15 minutes and/or reduced the actual number of school days were legitimately reviewed and the bottom line of the committee discussions was how the proposed school calendar would affect the learning environment of students first and secondly, what would meet the overall desires of the employees. Dr. Burrow stated there was no study or data that said lengthening the school day or shortening the number of school days would improve student learning or increase the test scores and referenced four studies considered. He said that without compelling evidence that a change in the calendar format would assist with student learning, the majority of the committee did not feel that radically changing next school year's calendar was in the best interest of students.

Henry Price, supervisor of art for Caddo Schools and member of the calendar committee, addressed the board on the school calendar. Mr. Price stated he served as the chair of the sub-committee for Support Services and noted those who served with him. He explained this sub-committee's assignment was (1) to look at various options for the 2007-2008 school calendar while considering what would be in the best interest of the children in Caddo Parish, (2) to consider extending the school day, (3) what impact would extending the school day have on the district, and (4) to report the sub-committee's findings to the superintendent who would make a recommendation to the board. He said he believes the task assigned to them was accomplished as the committee took its assignment and responsibility very serious. Mr. Price explained that each individual brought a certain expertise to the table that was valuable and each one had an opportunity to be heard. While he understands everyone would like long vacations, long

holidays, and end school early, he said it is obvious everyone cannot have everything and some difficult decisions had to be made as to what is best for the children. He commended all involved in the survey and stated that the surveys indicated everyone did not want to start early in August, they wanted to begin after Labor Day, they wanted to end by Memorial Day, and did not want to continue into June, etc. Referencing the extended school day, issues considered included the safety of students, the instructional minutes, the ending of the semester, the weather, temperatures and temperatures on buses, tests and test results, etc.

CONFIRM THE CONSENT AGENDA

Mr. Guin announced that the consent agenda items are 9-14, 16-17 and 19-20. *Mr. Ramsey moved, seconded by Mr. Burton, to approve the Consent Agenda as presented. Vote on the motion carried unanimously.* The following is a summary of the board's action on items categorized as the consent agenda:

Agenda Item 9. A., B. and C.

Personnel Recommendations. Per request from the superintendent, Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following personnel appointment as recommended by the superintendent and approved by the board: James Kennedy, personnel administrator of certified personnel. This appointment will receive the appropriate salary as reflected by the Caddo Parish School Board Salary Schedule applicable to the position to which he is appointed.

Requests for Leaves. The following requests for leaves were approved as recommended by staff and included in the mailout.

Certified

Sabbatical Leave (Medical), Spring Semester 06-07 SY

Consitina Adams, Teacher, Queensborough Elementary, 15 years

Catastrophic Leave

Gloria Ramsey, Teacher, Oak Terrace/J.B. Harville, 8 years

Other (Hiring, Assignment Changes, Separations & Resignations). The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of December 18, 2006 – January 25, 2007 as recommended by staff and included in the mailout.

Agenda Item 10. B.

Bids (Capital Projects/Construction). The board approved the bid of David Lawler Construction with a Base Bid for the sum total of \$259,100.00 for Project 2007-044, "Northwood Football Field Improvements" as recommended by staff and included in the mailout. A copy of the bid tabulation sheet is made a part of the official file record for the February 20, 2007 meeting.

Agenda Item 11.

Acceptance of 2005-06 Financial Audit Report. The board approved the acceptance of the 2005-06 Financial Audit Report as submitted by the auditors.

Agenda Item 12.

Revision of 2006-07 General Fund Budget. The board approved the revised 2006-07 General Fund Budget as recommended by staff and submitted in the mailout. The revision reflects the increased revenues from MFP and local property taxes and a transfer from the Data Processing Reserve Fund and expenditure adjustments from board action.

Agenda Item 13.

Request for Use of School Bus by St. Mark's Cathedral. The board approved St. Mark's Cathedral school's request to use one Caddo school bus and driver to transport students from St.

Mark's to Donnie Bickham Middle School on Tuesday, February 27, 2007 as recommended by staff and included in the mailout.

Agenda Item 14.

Resolution Requesting Louisiana State Mineral Board to Grant an Oil, Gas and Mineral Lease on the Southwest Quarter of S16, T18N, R16W Property. The board approved the resolution requesting the Louisiana State Mineral Board to grant an oil, gas and mineral lease on the Southwest Quarter of S16, T18N, R16W property for Winchester Production Company as submitted in the mailout.

Agenda Item 16.

Proposed Locally Initiated Electives Beginning with SY 2006-07. The board approved the locally initiated electives (Reading for Life I-IV) beginning with the 2006-07 school year as submitted by Northwood High School and recommended by staff and included in the mailout.

Agenda Item 17.

Resolution of Continued Employment. The board approved the resolution directing the superintendent to write letters of reasonable assurance of continued employment as submitted in the mailout.

Agenda Item 19.

Revisions to CPSB Policy GBK. The board approved proposed revisions to CPSB Policy GBK as recommended by staff and included in the mailout. These revisions bring the school board's policy in compliance with the recent Louisiana Clean Indoor Air Act.

Agenda Item 20.

CEEF Recommendations. The board approved the recommendations of the Caddo Educational Excellence Fund Committee for allocation of funds among the district's schools as submitted by staff in the mailout.

PROPOSED 2007-08 SCHOOL CALENDAR

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on her support of a later start time. She shared with the board what other states are doing to push back the start time for school closer to Labor Day and the reasons why she supports a later start date, i.e. reducing the number of days employees and students have to deal with the heat, morale, new employees starting closer to a pay day. She said the only area in which she sees the proposed calendar meets the requests of teachers is it ends before Memorial Day. Mrs. Lansdale also addressed the unequal semester issue and BESE requires 63,700 instructional minutes per year and according to her calculations, 88 days for the fall semester will be 180 minutes short, and unless the board submits a waiver, she will be bringing a complaint, because they cannot willingly knowingly allow teachers to break policy when it is detrimental to the teaching and learning of children. She also stated to the board there is no data supporting better test results if the first semester ends before Christmas. Mrs. Lansdale said the Federation took no position on the calendar other than to say "no" to the one recommended, and she believes the proposed calendar with the later start date answers many of the Federation's concerns.

Jerry Paige, principal, stated he believes the calendar committee did an excellent job in considering the issues surrounding the calendar, i.e. transportation, safety, extended day, instructional minutes, surveys, testing dates, etc. Mr. Paige said he understands each board member is obligated to the constituents in each respective district, but encouraged the board to consider what is best for all the children in Caddo Parish. He said the committee put a lot of time and effort in developing the proposed calendar and asked the board to take this into consideration when approving next year's calendar.

Superintendent Tyler stated that in looking at some of the concerns brought to her desk, she did some research and contacted the state department regarding the instructional minutes for high schools in the first semester. She said at board members' stations is a copy of a page from Bulletin 741 that indicates Caddo is in compliance. She added that when reading the information, board members will see that the high schools are broken down by class and not so much the overall number of instructional minutes. She said if we are within 120 minutes per class per semester, the district is in compliance, and the state department has sent notification that Caddo is in compliance. Mrs. Tyler said she too labored in starting later, and in looking at the dynamics involved, she believed she needed to recommend what the committee presented to her. She also explained that the later the school year is completed in May means that it is necessary for students to begin summer school right away and attend every day from 8:00-3:00, which she doesn't believe is necessarily the best for the students with the greatest needs.

Mr. Ramsey moved, seconded by Mrs. May to approve Draft 4 Calendar Revised for the 2007-08 school year as submitted by the Calendar Committee and included in the mailout.

Mr. Ramsey stated there has been clarification of the appropriate number of instructional minutes, the start date is later in August, the needs of the children were addressed first and he believes if the school year ends too late in May, the summer school students are affected. He said he is confident of the calendars circulated and considered, that this calendar has been tested and is a legal calendar and we need to move forward. Mr. Ramsey also stated he believes it would have been good to review the minutes of the board meeting when the calendar was changed and while at that time he supported ending the first semester after Christmas, he supports the calendar being brought to the board by the committee and recommended by the superintendent.

Mrs. May shared with the board that she has held long dialogue with members of the committee and after visiting with them, she believes the board gave them a task and they completed the task and the board needs to support the calendar brought to the board.

Mrs. Bell stated she believes we need to start on a later date because it is too hot, and noted the number of schools that do not have air conditioned gyms and/or auditoriums, and she believes we are putting children first when you make it more comfortable for them. She stated children learn better after they return from the holidays and she supports the later starting date.

Mrs. Crawley moved, seconded by Mrs. Armstrong, approval of the calendar beginning on August 20th and ending on May 29th for students.

Mrs. Crawley stated she brings this calendar for the sole reason she received a lot of calls from parents this year and last year from parents who paid for their children to attend camps and they were unable to attend the entire camp because of the start of school. She stated the traditional calendar has school starting late in August and she is not proposing a calendar that adds 15 minutes to the day. She said beginning on the 20th allows students to attend fewer hot days, and this calendar gives students and teachers a couple of more days off prior to Christmas. Mrs. Crawley also noted that the calendar recommended by the committee is 180 minutes short, not 120, so it does not follow the law. She said the calendar she brings is one that the parents want and that is who board members answer to.

Mrs. Armstrong stated her appreciation for a calendar that meets the needs and concerns of the calls she received and she believes the substitute motion does so. She said this calendar will allow the ending of the first semester after the Christmas holidays and from a teacher's standpoint, children will do better if they return and test after a time of review. Mrs. Armstrong stated her support of the substitute motion and the substitute calendar.

Mr. Ramsey asked for a point of clarification as he believes he heard the maker of the substitute motion refer to 180 minutes short and are we talking about the first calendar not meeting the requirements when staff has checked and determined it does meet the requirement? Mrs. Crawley said she understands it is 180 minutes short and not 120. Mr. Ramsey said if the first calendar does not meet the requirement, then there may be a problem. Mrs. Tyler stated that she thought the high school minutes was the problem and in reading Bulletin 741, it does not address the number of days for the Carnegie Unit which is broken down into classes and not days. She said staff looked at this and it is based on the number of periods in a day first and after

referencing Section 907, asked staff to respond. She said that there are 10,620 minutes in a six period schedule and when it is divided by two, the required number of minutes per semester, per $\frac{1}{2}$ Carnegie unit is 5,310 minutes per semester. She said the recommended calendar has only 5,280 minutes so when you look at the minutes, the difference is not more than 5,310 minutes. Mrs. Tyler asked the board to look closely at Section 907 as BESE broke it down per class and Section C under 907 further explains this. Mr. Thomas explained that BESE has given staff three sets of numbers to work with depending on what schedule a school has and Caddo has schools with six periods, seven periods and 4 x 4, and the total number is the total number of instructional minutes per class in a year. With the majority of courses being $\frac{1}{2}$ credit courses, you take half the amount you come up with 5,310 minutes and it is in compliance with Bulletin 741 for all three. Mrs. Tyler further explained that the elementary and middle schools are not like the high schools and as long as there are 63,720 instructional minutes, they are in compliance; and that the problem seemed to be in high school, which is because of the $\frac{1}{2}$ Carnegie units for most of the Caddo courses. Mrs. Tyler also explained that to back this up, staff sent the calendar to the state for verification that Caddo is within the variance of 120 minutes per class.

Mr. Ramsey asked if the calendar that ends on May 30th allows for any days for emergency situations where schools must be closed? Mrs. Tyler responded it doesn't give the teachers any time to regroup and be prepared to begin teaching summer school the following Monday morning and because BESE says we must do 50 hours of remediation, students will have to go from 8 a.m. to 3 p.m. every day for three weeks in order to meet the requirement for retesting. She added she doesn't believe the substitute calendar is very child friendly, but if the staff has to, they will make it work.

Mr. Thomas also added that regarding teacher recruitment for summer school, staff has talked to a number of teachers and explained that the later summer school starts, the smaller the pool of teacher applicants. Also, he stated that when the calendar extends beyond Memorial Day, the likelihood of middle and elementary students returning to school are unlikely and in looking at the School Performance Scores, a part of the equation is attendance; therefore, a school takes a hit on the SPS when the students are not present.

Mr. Ramsey commented that he did receive one email and one letter, but no phone calls and he is very available and visible in his schools, and he hopes the board will make a decision based on the issues and facts before the board and not get caught up in some of the misinformation.

Mr. Rachal stated there have been several calendars, including an extended day calendar. Knowing there were some issues with the extended day, he hopes this will continue to be addressed in the future. He said he believes this calendar offers some flexibility and noted one of the issues is children getting off buses in the dark on those shorter daylight days. He asked the superintendent if the variance of the 120 minutes means we will have 5,280 minutes for the first semester and the actual $\frac{1}{2}$ is 5,310 minutes? Mrs. Tyler responded that is correct. He said that leaves approximately 30 minutes and asked if a student has one unexcused absence, where does this put the student as far as credit for that course? The superintendent explained that is two different subjects, because that is number of days absent v. the number of minutes required for instructional time. Mr. Thomas also agreed this is two different issues – days a student can be absent from school per semester v. the number of instructional minutes to qualify for the Carnegie credit, and this does not affect the number of days for a student except in the 4 x 4 setting. Mr. Rachal asked for further clarification and if the issue is the number of instructional minutes offered? Mr. Thomas responded that is correct. Mr. Rachal stated he doesn't know any college or university that ends their semester and comes back after a break for testing, so he is not sure he would want that schedule for his children. He thanked the committee for their work and asked that we continue to look at the possibility of adding some time to the day and starting later.

Mrs. Bell asked the superintendent if when working on the schedules, was everything based strictly on the high schools? The superintendent answered no, but when the calendar committee's recommendation was submitted to her, she did go over every aspect of the recommendation before she submitted the committee's recommendation to the board. She said the big question came with the high school and the instructional minutes. Mrs. Bell stated that a few years ago bus schedules were changed so that middle schools began at 7:30, elementary at 8:00 and high school at 8:30; and if the heavy weight is on the high schools, should the schedule

have been done with this in mind and started later, because this is what many of her calls referenced?

Ms. Phelps moved, seconded by Mr. Burton, to end debate on any and all motions and substitute motions. Vote on the motion carried unanimously.

Vote on the substitute motion (to begin on August 20th and end May 29th) failed with Board members Guin, Hardy, Burton, May, Phelps, Priest, Crawford, Rachal and Ramsey opposed and Board members Crawley, Armstrong and Bell supporting the motion.

Vote on the main motion (calendar 4 revised) carried with Board member Crawley opposed and Board members Guin, Hardy, Burton, May, Phelps, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

SUPERINTENDENT'S REPORT

Update on CPSB Construction Projects. The superintendent reported that this update was sent to the board via the *Weekly Briefing*.

Feeder Pattern Proposal for Booker T. Washington High School. Mrs. Tyler reported that work continues on this request.

Draft Policy that Requires CPSB to Report Truancy to State Agencies. The superintendent stated that Mr. Abrams is still addressing this request.

Information from Surrounding Districts Relative to Principals' Contracts and Salary Increased to 12 Months. Mrs. Tyler reported that the Human Resources Division continues to address this request and has gathered some additional information.

Process for Acquisition of Land Adjacent to Byrd High School. Mrs. Tyler announced that information was sent to the board in the *Weekly Briefing* last week.

Update on Dual Enrollment. The superintendent reported that staff continues to work on this request.

Formation of Committee to Address Over-Aged Students. Mrs. Tyler reported something will be brought to the board later as the committee continues to work on the Comprehensive Enhancement Plan.

Update on Edusoft. The superintendent reported that staff continues to work on this update and will send something to the board as soon as it is available.

ACT Prep Courses and Companies that Could Provide this Service. The superintendent announced staff continues to gather information on this request.

Restrooms at Lee Hedges Stadium. Mrs. Tyler reported that staff is working on this request.

Scheduling of Track Field at Captain Shreve. The superintendent reported staff will be sending a response to the board.

Joy Home Satellite at Walnut Hill. Mrs. Tyler reported staff continues to work on this issue.

Report on Truancy Law. The superintendent announced that Mr. Abrams will bring information in response to this request.

Chart Reflecting Teacher Absences in Year with a Fall Break. Mrs. Tyler announced staff will have something for the *Weekly Briefing* on Friday.

ANNOUNCEMENTS AND REQUESTS

Mr. Guin noted that at board members' stations is a response to the retreat listing the following long-range goals that were discussed: (1) highly qualified teachers/starting teacher pay, (2)

special education/address concerns, (3) expansion of vocational skills/opportunities, (4) address the Consent Decree/unitary status as it affects the areas of a feeder school for BTW High School, school utilization and study of redistricting; (5) overage students/elementary and middle school centers, (6) enhanced Legislative communication/influence; (7) creation of a General Fund reserve; (8) reduce teacher:pupil ratio, work with judges, law enforcement, parents and community concerning truancy, technology upgrade/paperless board, and teacher safety/discipline as it relates to special education; (9) dual enrollment and ACT Prep Courses and (10) capital projects prioritization/education to the board on the process.

Ms. Phelps first expressed her appreciation for the opportunity to serve the constituents of District 6 on the School Board. She announced her most recent appointment as 2nd Vice President of the Louisiana State School Boards Association, filling the unexpired appointment of former board member Willie Henderson. Ms. Phelps also announced that last year she was appointed to the LSBA Legislative Committee and most recently to the Federal Relations Network. She gave a report on her attendance at the recent FRN Conference in Washington, D.C. where they were charged to lobby members of Congress on such issues as No Child Left Behind. Ms. Phelps explained one of their tasks was to get members of Congress to sign a pledge for legislation giving school districts better measures in school performance, support needed to close the achievement gap, help meeting the needs of students with disabilities by supporting and funding goals with the IDEA, support programs for children entering Kindergarten, help districts to attract and retain highly qualified and effective teachers, and provide all students with Century 21 skills and knowledge in math and science. Ms. Phelps also announced they were very successful in their meetings with members of the Congressional delegation.

Mrs. Crawford asked that board members receive a calendar of the Enhancement Committee meetings and also that staff look at moving the speakers at Lee Hedges Stadium so they are pointing southward away from the neighborhoods.

Mrs. Bell asked that the superintendent and staff provide an update on the special education room at Turner and that the board president schedule a board retreat twice a year or once a quarter.

Mr. Rachal stated that he believes the retreat was very successful and that it speaks loudly of the board's care and concern for all the children in Caddo schools. He also commended the staff on the consolidation in the Purchasing Department. Mr. Rachal also asked that the superintendent look at adjusting the pay schedules so the first check for teachers is sooner than the middle of September. Mr. Guin stated that the superintendent has begun looking at this and will get something to the board prior to the work session.

Mr. Guin asked that the board attorney draft a revision to the CPSB policy dealing with meeting times and dates that would allow for moving special called meetings of the board on days of the executive committee/work session ahead of the executive committee meeting. He also asked that this be made available and added to the March agenda.

Mrs. Crawley left the meeting at approximately 6:20 p.m.

EXECUTIVE SESSION

Tenure Hearing for Tenured Bus Driver. *Mr. Burton moved, seconded by Mrs. Hardy, to go into executive session for the purpose of a tenure hearing. Vote on the motion carried unanimously and the board went into executive session at approximately 6:25 p.m. The board reconvened into open session at approximately 6:35 p.m. Mr. Burton moved, seconded by Ms. Priest, that the superintendent be authorized to executive a settlement agreement approved by legal counsel to resolve the issues raised in the tenure hearing by the methods described to the board. Vote on the board carried unanimously.*

Legal Update on VVP America, Inc. dba Binswanger Glass v. Design Build Development Services, Inc. et.al. CA06-41652, Louisiana Second Circuit Court of Appeal. *Mr. Burton moved, seconded by Mrs. Hardy, to go into executive session for up to 10 minutes for the legal update on VVP America. Vote on the motion carried unanimously and the board went into executive session at approximately 6:38 p.m. The board reconvened into open session at*

approximately 6:43 p.m. *Mrs. Crawford moved, seconded by Mrs. Hardy, that the judgment be paid as rendered. Vote on the motion carried unanimously.*

Adjournment. *Mr. Rachal moved, seconded by Mrs. May, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 6:44 p.m.*

Ollie S. Tyler, Secretary

Phillip R. Guin, President

March 6, 2007

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m. on Tuesday, March 6, 2007 with First Vice President Willie Burton presiding and Bonita Crawford present being a quorum. Mr. Burton announced that President Guin is out of town. Other school board members present were Eursla Hardy, Charlotte Crawley, Tammy Phelps, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Ollie S. Tyler, Legal Counsel Reginald Abrams, staff and other visitors. Board Member Priest led the prayer and the Pledge of Allegiance.

PRESENTATIONS

Making A Difference in the Middle. Wanda Gunn, Assistant Superintendent for Academic Affairs, introduced Leisa Edwards, director of middle schools, who shared with the board the vision for success in the middle schools. Ms. Edwards stated that successful schools are categorized by the facets of the culture of our schools and characteristics that evolve in such a culture; and must work together in harmony. She reported that Caddo's middle schools are partnered with Centenary College and Grambling State University Pre-16 Board and the focus in the partnership this year is (1) accommodating special needs and individual differences, (2) incorporating technology to enhance lessons, (3) understanding assessment procedures and uses, and (4) nurturing higher level thinking skills. Ms. Edwards also announced that at the end of the presentation, board members will receive a folder that includes information on the literacy pilot which incorporates 15 elements from *Reading Next* and the middle school newsletter. Also included is the Math, Science and Technology (MST) as well as other areas of emphasis. Ms. Edwards introduced members of the team which include supervisors, secretaries, literacy coaches, etc. Abril McKeever, student at Vivian Magnet School, shared with the board some of her art work as well as how the programs and activities in the middle school, including how academics, athletics, art, and extracurricular activities, come together to equal success. Chad Melton, student at Walnut Hill School, was recognized for his musical achievements and the ability to play eight different instruments and while playing a number on the saxophone, a power point presentation highlighted the middle schools in Caddo Parish. Members of the Youree Drive award-winning show choir also performed two musical numbers for the board.

Board members Bell, Priest, Armstrong and Hardy expressed appreciation to the students and thanked them for their presentation to the board. The superintendent also echoed appreciation to the students and the employees for their hard work.

Information Technology. Richard Lavergne, Assistant Superintendent for Support Services, introduced Joe Brown, director of Caddo's information technology department. Mr. Brown shared with the board the mission and services provided by the Information Technology Department. He said the department exists to serve the 43,000 students and 6,500 employees that comprise the Caddo Parish School District. Mr. Brown stated the focus of the Information Technology Department is to provide a network infrastructure and the tools that can deliver technology services to the classroom as well as support the administrative demands necessary to effect quality education. He recognized the department's employees present at the meeting and stated there are 35 department employees including one director, four supervisors, eight systems analysts, two system programmers, three computer operators, one project manager, one telecommunications specialist, nine computer field repair technicians, one repair tech to support Distance Learning, one senior repair tech to support network services, one secretary, and three services specialists. Mr. Brown also highlighted the various budgets within the department, and the four different areas of service provided by the department. He also reported that Distance Learning and Video Conferencing systems are the newest addition to the network services installed in every school and provide opportunities for virtual field trips, interactive school-to-school programs and school to multi-school conferences. Mr. Brown also noted the many administrative functions supported through the mainframe and services to the 20,000+ computers and labs throughout the district as well as future plans for the technology department.

Mrs. Crawley said when the wireless phones were put into place, she was told they had to compete with the wireless computers and asked if there are any problems in this area? Mr. Brown responded that wireless surveys have been conducted on each campus and yes these

devices do compete for access, but the volume of computers has not created a problem as he has not received a call from the principals.

EXECUTIVE COMMITTEE – ESTABLISH THE AGENDA FOR THE MARCH 20, 2007 CPSB MEETING

Superintendent Tyler highlighted the proposed agenda items for the March 20, 2007 Caddo Parish School Board meeting and the following discussion ensued.

Youth Enrichment Program (YEP) Agreement for 2007-2008. Mr. Rachal inquired about the number of students served through this program? Mr. Lavergne responded an exact number of students is not known, but a list of schools that offer this program is a part of the mailout package. Mr. Rachal expressed he believes this is a great program and supports it.

K-12 Social Studies Textbook Adoption. The superintendent recognized the members of the Textbook Adoption Committee and expressed appreciation for the hard work this committee did for the recommended textbooks.

Bethune Middle Academy Sixth Grade Academy. Mr. Rachal asked the superintendent about the number of students who will attend this academy? The superintendent responded approximately 200 are attending the 6th Grade Academy at the present time from 12 different areas. She explained staff is asking for Bethune 6th Grade Academy to become a separate school because of the high risks involved and the principal on that campus is the assistant principal, with the main campus being far away. Mr. Rachal asked if this means we will have another school with its own scores, etc.? Mrs. Tyler answered that is correct and that the 6th Grade Academy will be paired because it does not have LEAP grades in the school. Mr. Rachal asked if it will be paired back to Bethune? Mrs. Tyler responded more than likely since these students are the ones who feed Bethune. Mrs. Bell stated she would like to hear more information about the 6th Grade Academy and what it is doing. Mr. Burton suggested that additional information be provided prior to the next meeting and if board members have questions, they can call the superintendent. Mrs. Bell asked the superintendent to explain how the 6th grade academy is working. Mr. Burton also encouraged Mrs. Bell to call the number listed on the agenda by the item with any questions she may have. Mrs. Tyler also invited Mrs. Bell to visit the school and observe this program.

Ms. Priest stated she had the opportunity to work with the administration and faculty on this program at Bethune and noted the great things happening in this program. She also recognized members of the administration present at the meeting and commended them on their work to make the tough decisions which are reaping good results.

Ms. Phelps also noted that in addressing the overage situation and looking to other locations for overage students, revamping sites is a part of what is being looked into.

LA4 Pre-kindergarten Program Grant Application. Mrs. Bell asked for additional information on the LA4 Pre-kindergarten Program.

Additions. Mr. Burton announced he wishes to add the following two items to the superintendent's report: (1) Staff to look into developing an Information Technology Academy at Booker T. Washington, and (2) Staff to look into developing a CD/VHS that explains the function of each area of the CPSB. Ms. Phelps referenced her request to make pamphlets on the Dual Enrollment Program available at schools and that we include all the programs we offer.

Mrs. Crawley asked the superintendent about protocol in place when threats are made and that board members be provided a copy.

Mrs. Armstrong referenced the construction projects schedule and asked why the Walnut Hill project will not be bid until June. Also, she stated she understands Caddo will be sharing the cost of the convention center, but asked the superintendent to provide information on what Caddo's cost will be, what events are covered specifically, will the parking garage be free to all attending these events, will bus transportation be provided for all schools requesting it, what is the projected cost of the Academic Celebration, and wouldn't that money be more wisely given to each individual school?

CONFIRM THE AGENDA AND CONSENT AGENDA

Mr. Burton proposed Items 9, 11-14, and 16-21 as the consent agenda. *Mrs. Crawford moved, seconded by Mr. Burton, to approve the proposed agenda and consent agenda for the March 20, 2007 CPSB meeting as presented. Vote on the motion carried unanimously.*

Adjournment. *Mrs. Crawford moved, seconded by Mr. Burton, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at 5:30 p.m.*

March 20, 2007

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, March 20, 2007 with President Phillip Guin presiding and the following school board members present being a quorum: Eursla D. Hardy, Willie Burton, Charlotte Crawley, Lola May, Tammy Phelps, Lillian Priest (arrived at approximately 4:40), Bonita Crawford, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Ollie S. Tyler and Legal Counsel Reginald Abrams. The prayer and the Pledge of Allegiance were led by Lola May.

Mr. Guin announced that Mr. Rachal is absent due to a family matter. He also recognized Johnny Digilormo, mayor of the Town of Blanchard.

CONSIDERATION OF MINUTES OF THE FEBRUARY 20, 2007 AND MARCH 6, 2007 CPSB MEETINGS

Mr. Burton moved, seconded by Mr. Ramsey, to approve the minutes of the February 20, 2007 and March 6, 2007 CPSB meetings as submitted in the mailout. Vote on the motion carried unanimously.

ESTABLISHING THE AGENDA AND PROPOSED CONSENT AGENDA

Mr. Guin classified items 9 (with the exception of the recommendation for assistant superintendent for support services)-24 as the consent agenda. President Guin announced that the student readmission appeal and one of the Level IV Grievances are postponed until the first meeting in April.

SPECIAL RECOGNITIONS/PRESENTATIONS

On behalf of the CPSB and staff, Burnadine Moss Anderson, executive assistant to the superintendent/communications, made the following special recognitions. The president and superintendent greeted and presented each honoree with a certificate/award for their outstanding accomplishments. Parents, school administrators, staff and other guests also were recognized.

JROTC Academic Championship. The following Cadets from Caddo Magnet High School's JROTC were recognized for advancing to the National Level Championship: Cadet Jalina Suttle, Cadet Arianne Keller, Cadet Roderickus Williams, Cadet Clayshavika Washington and Cadet Felicity Hills. Mrs. Anderson also recognized their coach Sergeant First Class Russell Mason, their Senior Army Instructor LTC Rick Foster and Ms. Mary Rounds, principal. The academic championship is a nationally recognized competition that creates tremendous opportunities for cadets to demonstrate their academic abilities. She also announced that the national finalists receive software, books, scholarships, professional coaching on advanced education and an assistance package. The Caddo Magnet team advanced to the National Level with the next step being the Finalist Level. They placed 2nd overall and are one of eleven teams nationwide to advance to the Finalists level. Clayshavika Washington also was the top scorer in the JROTC Western Regional Academic Competition, placing first out of 215 in the competition. SFC Russell Mason was also recognized as the Army Instructor of the Year for Caddo Parish, the State of Louisiana and the 8th Brigade, US Army Cadet Command, representing Louisiana, Mississippi and Alabama. SFC Mason will now represent the 8th Brigade in the national level competition for Army Instructor of the Year.

VISITORS

Johnny Digilormo, Mayor of the Town of Blanchard, thanked the board for its consideration of the proposal to annex Northwood High School into the Town of Blanchard. Mr. Digilormo explained this will allow Blanchard to financially support Northwood as well as Blanchard Elementary through corporate endeavors.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, stated that surveys reflect parents want the same thing in public education as teachers and school employees – a safe and secure environment. She said it is the Federation's belief that this right is in

jeopardy and is a result of the inappropriate interpretation and implementation of IDEA and the disciplinary laws and policies. Mrs. Lansdale indicated that teachers, school employees, administrators, and students are in danger because there are students in the schools who present a danger to themselves and others, yet nothing can be done because they are special education students. She stated it appears the interpretation is that special education students have rights that transcend everyone else's rights. Mrs. Lansdale said while she is not suggesting that the answers are simple, she has learned the school district has alternatives they can and should implement to protect the rights of special ed students while also protecting the rights of teachers and students. Mrs. Lansdale also stated that the state laws also have specific infractions and consequences, including statutes to protect the teachers and school employees from harmful acts by students. She referenced Louisiana Revised Statute 17:416 which states that students who commit an assault or battery on a school employee must be immediately removed; and if found guilty, they cannot return to the school where the teacher or employee works, unless it is the only place where the student can receive services. Also referenced was research at the national level where there is nothing in the Federal IDEA law that prevents the state law from being enforced, and cited the Reauthorization Act of 2004 section which grants authority for school personnel to consider unique circumstances, considering each case on its own merits. She said it also contains long term removal for behavior that is not a manifestation of the disability and if there is not a direct and compelling link between the exceptionality and the disciplinary infraction, the student must be held accountable as any other student. Mrs. Lansdale also explained the intent is not to suggest that special education should be cast aside and ignored, but when their behavior is so severe that the rights of others are affected, something needs to be done. Noting that this issue will be coming before the board very soon in a formalized process, Mrs. Lansdale asked the board to immediately take measures to address this concern and form a committee to study the alternatives. She added to do nothing sends an unfortunate message that the board is not interested in protecting the safety of Caddo's teachers, employees and students.

Mr. Guin recognized that today is the last meeting for Assistant Superintendent Richard Lavergne. Mr. Lavergne expressed to everyone his gratitude to the superintendent, the board and the employees for the opportunity to work in Caddo. He believes having the opportunities afforded him in Caddo led him to the opportunity to serve as superintendent in St. Martin Parish.

CONFIRM THE CONSENT AGENDA

Mr. Ramsey moved, seconded by Mr. Burton, to approve the Consent Agenda as presented. Vote on the motion carried unanimously. The following is a summary of the board's action on items categorized as the consent agenda:

Item 9. A. B. C. and E.

Personnel Recommendations. Per request from the superintendent, Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following personnel appointments as recommended by the superintendent and approved by the board: Dwight Woods, Head Football Coach, Woodlawn High School; Donayle Ashworth, Supervisor of Accounting and Accounts Payable; Margaret Summerfield, Payroll Manager; and Deborah Harris, Director of Child Nutrition Programs. These appointments will receive the appropriate salary as reflected by the Caddo Parish School Board Salary Schedule applicable to the position to which they are appointed.

Requests for Leaves. The following requests for leaves were approved as recommended by staff and included in the mailout.

Certified

Catastrophic Leave, February 28, 2007-February 28, 2007 (one day)

David T. Eschenfelder, Teacher, Broadmoor Middle, 2 years

Catastrophic Leave, April 27 (noon) until May 21, 2007

Helene Moss, Teacher, Turner Middle School, 17 years

Leave Without Pay, March 1, 2007 until end of school year

Vickie Garland, Teacher, Ridgewood Middle, 9 years

Sabbatical Leave (Study), Fall Semester 2007

Charme' S. Thompson, Teacher, Werner Park, 3 years

Sabbatical Leave (Study), Fall Semester 2007 and Spring Semester 2008

Emily R. Burks, Teacher, Southern Hills, 6 years

Classified

Leave Without Pay, February 13, 2007 – August 13, 2007

Theresa Young, Teacher Aide, North Highlands, 1 year

Other (Hiring, Assignment Changes, Separations & Resignations). The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of January 26, 2007 – February 23, 2007 as recommended by staff and included in the mailout.

Renewal of Administrative Contracts. The board approved the renewal of administrative contracts for Dr. Lila Finney, Pamela Fite and Charles Lowder as recommended by the superintendent and included in the mailout.

Item No. 10 A. and B.

Bids. The board moved to approve the following bids as recommended by staff and included in the mailout on the bid tabulation sheets: (1) Band Uniforms for Northwood and Southwood - Fruhauf Uniforms, Inc. totaling \$55,670.50; (2) Lathe for Caddo Career Center – Machine Tools, Inc. totaling \$30,129.43; (3) Uniforms for Maintenance – Apple Ink Uniform totaling \$175.45 unit price; (4) Digital Video Cameras for Buses – Kent-Mitchell Bus Sales & Service totaling \$45,430; (5) Lab Starter Kits for Teacher Technology Center – CPO Science totaling \$45,991.33; (6) Middle School Activities – Football America totaling \$1,346.30, Gregg United Sports, Inc. totaling \$89.26, Riddell totaling \$3,294.33, S & S Worldwide totaling \$44.28, Sport Supply dba BSN Sports totaling \$608.58, Sports-O-Graham totaling \$1,138.50 and Sports World totaling \$8,298.33; (7) Furniture for Distance Learning and Compass Labs – Louisiana School Equipment Co. totaling \$124,582.80; (8) Canned and Frozen Food and Supplies – Conco Food, Lance, Inc., Long’s Preferred, Louisiana Foodservice and VCC Janitorial; (9) Fish, Poultry, Eggs, Meat and Specialty – Conco Food and Louisiana Foodservice; (10) Food Service Paper and Supplies – Carefree Janitorial totaling \$21,019.25, Conco Food totaling \$55,182.85, Long’s Preferred totaling \$33,929, and VCC Janitorial totaling \$55,820.50.

Bids (Capital Projects/Construction). The board approved the bid of Johnson Controls with a Base Bid and Alternate 1 for the sum total of \$482,000.00 for Project 2008-302, Linear HVAC Renovation, Phase 3 as recommended by staff and placed at board members’ stations.

Item No. 11

Actuarial Study of Other Post-Employment Benefits. The board approved the actuarial firm Milliman to conduct Caddo’s actuarial study of other post-employment benefits as recommended by staff and included in the mailout.

Item No. 12

Request for Bus Transportation. The board approved the request for bus transportation for field trips for Caddo middle school students enrolled in the LaPREP summer program on the LSU-S campus during the period of May 29 – July 13, 2007 as recommended by staff and included in the mailout.

Item No. 13

Youth Enrichment Programs (YEP) Agreement for 2007-2008. The board approved the request for the continuation of the facility usage agreement between YEP and the Caddo Parish School Board for August 14, 2007 through May 22, 2008 as recommended by staff and included in the mailout.

Item No. 14

Proposed Locally Initiated Elective for SY2007-08. The board approved the proposed locally initiated elective (Probability and Statistics AP) submitted by Woodlawn High School for implementation in the 2007-08 school year as recommended by staff and included in the mailout.

Item No. 15

Bethune Middle Academy Sixth Grade Academy. The board approved, contingent upon permission from the State Department of Education, making the Bethune Middle Sixth Grade Academy a separate school with its own state code as recommended by staff and included in the mailout.

Item No. 16

Bethune Middle & 6th Grade Academy Nurse Position. The board approved for staff to seek funding in the amount of \$25,485 from the Charles T. Beard Foundation and \$25,485 from the Powers Foundation for a full-time nurse to serve 535 students at the Bethune Middle Academy and the Bethune 6th Grade Academy as recommended by staff and included in the mailout.

Item No. 17

K-12 Social Studies Textbook Adoption. The board approved the adoption of the recommendations of the three Social Studies Textbook Review committees for K-12 Social Studies textbooks as submitted in the mailout.

Item No. 18

Pupil Progression Parental Review Committee Nominations for 2007-2008. The board approved the board nominations to serve on the Pupil Progression Parental Review Committee for 2007-2008 as submitted in the mailout.

Item No. 19

Driver Education Program Increase in Cost. The board approved the increases in the driver education program for 2007-2008 as recommended by staff and included in the mailout.

Item No. 20

LA4 Pre-kindergarten Program Grant Application. The board approved the LA4 Pre-Kindergarten Program Grant application as recommended by staff and included in the mailout.

Item No. 21

Contract Between Pepsiamericas and CPSB for Beverages at Captain Shreve High School. The board approved the contract between Pepsiamericas and the Caddo Parish School Board for beverages at Captain Shreve High School as submitted in the mailout.

Item No. 22

Revisions to CPSB Policy BCE. The board approved the proposed revisions to CPSB Policy BCE as submitted in the mailout.

Item No. 23

Cooperative Endeavor Agreement Between the Town of Blanchard and CPSB Regarding Blanchard Elementary. The board approved the cooperative endeavor agreement between the Town of Blanchard and the Caddo Parish School Board permitting the students at Blanchard Elementary to participate in a slogan contest for the Town of Blanchard as submitted in the mailout.

Item No. 24

Resolution Requesting Annexation of Northwood High School Into the Town of Blanchard.

The board approved a resolution petitioning the annexation of Northwood High School into the boundaries of the Town of Blanchard as submitted in the mailout.

PERSONNEL RECOMMENDATIONS

The superintendent explained that she asked the board president to remove the recommendation for assistant superintendent for support services from the Consent Agenda so she could explain that if the board approves this recommendation, she will bring something to the board relative to changing the organization structure so there will not be a conflict of interest with a family member working in the division. Mr. Abrams clarified that the employee would not be able to begin work until after this change is made by the board to make certain there is no conflict between employees reporting to another employee in the direct line of supervision.

Mr. Burton moved, seconded by Mrs. Hardy, to accept the superintendent's recommendation for assistant superintendent of support services.

Mrs. Bell asked why the recommendation will not be able to start work until this change is made? Mr. Abrams restated he will not be able to begin work until the board changes the reporting structure. Mrs. Bell inquired as to the time this will take? Mr. Abrams stated he assumes the superintendent will address this at the next meeting. Mr. Guin also stated if the board approves the superintendent's recommendation, there will be a special called meeting at the work session in April to address this issue.

Mrs. May moved, seconded by Mrs. Crawley, to postpone action on this recommendation. Mrs. May stated that she wishes the board would address this issue first before putting someone in the position. Mr. Guin responded that the change in the structure will be based on whether or not the board approves the recommendation. Vote on the substitute motion failed with Board members Crawley and May supporting the motion and Board members Guin, Hardy, Burton, Phelps, Priest, Crawford, Ramsey, Armstrong and Bell opposed.

Vote on the main motion to accept the superintendent's recommendation carried with Board members May, Phelps and Bell opposed and Board members Guin, Hardy, Burton, Crawley, Priest, Crawford, Ramsey and Armstrong supporting it.

Dr. Mary Nash Robinson introduced Rodney Watson, assistant superintendent for support services. He also will receive the appropriate salary as reflected by the Caddo Parish School Board Salary Schedule applicable to the position to which he is appointed.

Recess. The board president called for a five minute recess at approximately 5:08 p.m. The board reconvened into open session at approximately 5:20 p.m.

SUPERINTENDENT'S REPORT

Update on CPSB Construction Projects. The superintendent reported that this report was provided to the board in the *Weekly Briefing*.

Feeder Pattern Proposal for Booker T. Washington High School. Mrs. Tyler announced that work continues with the board-appointed committee on this request.

Draft Policy that Requires CPSB to Report Truancy to State Agencies. Superintendent Tyler announced that this item is still with the board attorney.

Formation of Committee to Address Over-Aged Students . The superintendent explained that staff continues to work to bring something to the board on this request.

ACT Prep Courses and Companies that Could Provide this Service. Mrs. Tyler reported that staff has completed this request.

Joy Home Program Satellite at Walnut Hill. Mrs. Tyler announced that staff has provided a response to this request.

Report on Truancy Law. The superintendent announced that this request is still with the board attorney.

Chart Reflecting Teacher Absences in Year with a Fall Break. The superintendent explained that a response was sent to the board in the *Weekly Briefing*.

Information Technology Academy at Booker T. Washington. Mrs. Tyler announced that follow up on this request is in process.

Development of CD or VHS Tape Explaining the Functions of each CPSB Area. Mrs. Tyler reported that work on this request is in process.

Gymnasium at Walnut Hill Elementary/Middle. Mrs. Tyler announced that information on this request was provided in the *Weekly Briefing*.

Summer School At Westwood Elementary. The superintendent reported that a response to this request was sent to the board in the *Weekly Briefing*.

ANNOUNCEMENTS AND REQUESTS

Mr. Burton asked that the superintendent and staff look at the feasibility of seventh grade students participating in the Shreveport Police Youth Cultural Day in October.

Mr. Burton requested that staff look into the feasibility of implementing a fire training program at BTW.

Mr. Burton asked that staff provide an update on information concerning the progress of the canopy at North Highlands Elementary and the parking at West Shreveport Elementary.

Mrs. Crawley asked the superintendent to provide information on how special education students who are not EBD are handled when they batter a teacher.

Mrs. Bell asked for information on the procedure followed when a middle or high school student is suspended, i.e. are the parents notified, etc.

Mrs. Bell asked that staff provide her the criteria for the gifted program and if we use the same test for all students in the parish? And what is the function of the pupil appraisal team for the gifted program.

Mrs. Bell requested that staff provide her with information on how many students are in the gateway and discovery program by schools and what is the WISC III and IV test and the KABC test?

Mrs. Bell also expressed her appreciation to the superintendent for the presentation made at her first town hall meeting and to the board members for their support by attending. She also encouraged board members to visit the Bethune Middle 6th Grade Academy as well as the Bethune 7th and 8th Grade Academy and see what is happening at these two schools.

Mr. Ramsey announced that he received a letter from ArtBreak and congratulated the staff for using the opportunity to also have the Summer Reading Festival and Academic Celebration at the same time.

Mrs. Armstrong announced that on April 26 at 6:00 p.m. at Brookwood Baptist Church, a banquet will be held for the Most Improved Students.

Mrs. Armstrong requested that the superintendent address a transportation issue brought to her attention regarding bus service for students on Stoer Road in Keithville.

Mrs. Armstrong asked the superintendent to look into an issue regarding the fencing program in Caddo Parish.

Mrs. Armstrong also asked for information on the testing for gifted students and stated that several years ago she attempted to get a gifted program at Keithville and at the time there were not enough students for a full time gifted teacher. She asked that staff relook at this situation for a possible part-time itinerant gifted teacher if not a full time teacher.

Ms. Priest thanked the staff for sharing the information with the board on the 27 Caddo schools receiving \$316,000 plus in awards.

Mr. Guin informed the board that he will call a special meeting of the board in April to allow the superintendent to bring the organization restructure and to hear the Level IV grievance and the student appeal postponed tonight.

EXECUTIVE SESSION

Level IV Grievance. *Mr. Burton moved, seconded by Mrs. Hardy, to go into executive session for a Level IV Grievance Hearing for up to 20 minutes. Vote on the motion carried unanimously and the board went into executive session at approximately 5:35 p.m. The board reconvened in open session at approximately 5:48 p.m.*

Mr. Ramsey moved, seconded by Mrs. Hardy, to uphold staff's and the superintendent's recommendation. Vote on the motion carried with Board member May not voting.

Announcement. Mr. Ramsey asked for clarification about a notice that he received some time ago for a Caddo Parish event and posted on his calendar for April 26th. The superintendent responded that is correct, but the event, the Senior Recognition Banquet, has been moved to the Convention Center. Mrs. Lansdale stated that she checked with staff in January about the April 26th date in January and was told the date was clear.

Adjournment. *Mr. Burton moved, seconded by Mr. Ramsey, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 5:50 p.m.*

Ollie S. Tyler, Secretary

Phillip R. Guin, President

April 10, 2007

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m. on Tuesday, April 10, 2007 with President Phillip Guin presiding and Willie Burton and Bonita Crawford present being a quorum. Other school board members present were Eursla Hardy (arrived at approximately 4:50 p.m.), Charlotte Crawley, Lola May, Tammy Phelps, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Ollie S. Tyler, Legal Counsel Reginald Abrams, staff and other visitors. Board Member Phelps led in a moment of silent meditation and the Pledge of Allegiance.

PRESENTATIONS

Sales Tax Exemption on Equipment Repairs for Out-of-State Businesses. Jim Lee, Director of Finance, introduced John Dean, managing partner of Heard, McElroy & Vestal CPAs, who addressed the board on sales tax exemption on equipment repairs for out-of-state businesses. Mr. Dean stated that as last year's Chairman of the Chamber of Commerce, an item was brought to their attention in their economic development efforts whereby sales tax on repairs of items from large manufacturers, i.e. pumps, are not exempt locally. He reported the state several years ago eliminated this because it made it difficult for local companies to compete, but left it as a local option and the city and parish have not eliminated it. Mr. Dean cited examples of companies previously in Shreveport that experienced a loss of business and eventually moved from Shreveport because of the hardship imposed upon them. He stated there are several similar type businesses in Shreveport who are attempting to attract more business to Shreveport, but are having a difficult time because the sales tax is not exempt. Mr. Dean said he is appearing before the local taxing authorities and asking them to consider whether or not these taxes can be removed; and if these taxes can be removed, it will hopefully mean gaining more by keeping these companies in Shreveport and allowing them to expand their business here. Ms. Priest asked Mr. Dean how many employees does American Pump have and what are the estimated taxes? Mr. Dean responded he believes approximately 40 employees with plans to double that number and he did not have a local tax figure, but the total taxes on the state level is several million dollars statewide. He added he will get the local figures for the board. Mr. Rachal asked Mr. Dean if there are other similar companies in the state and how are they treated in their local taxing bodies? Mr. Dean said there are similar companies in the state, and they are treated the same, with the problem being competing with companies from other states that don't tax equipment repairs. Mr. Guin asked Mr. Dean when the board will see a formal request? He responded he is making the board aware of the issue, but Kurt Foreman of the Chamber of Commerce will provide the detailed data for bringing it to the board.

High School Redesign. Wanda Gunn, assistant superintendent for Academic Affairs, stated that the Louisiana Department of Education has been studying for some time High School Redesign and recommendations they are making for this program. She reported that Roy Thomas, director of high schools, Dr. Sandra McCalla and Gayle Flowers have attended meetings in Baton Rouge and provided input for this proposal. Mr. Thomas shared with the board a power point presentation on the proposed High School Redesign and what is being recommended by the commission to adequately prepare students to become productive citizens in a technologically advanced and competitive society. The High School Redesign Commission was created in 2004 by Governor Blanco to redesign the high schools so they enable all students to graduate from high school prepared to succeed. The statistics shared reflected staggering information on the number of students who are falling through the cracks and in order to more personalize the high school learning experience, small learning communities are being created to assure each student has an adult advisor or mentor when entering the 9th grade. It was reported that the Student Advisory Program is currently in place at Northwood, C. E. Byrd and Fair Park High Schools and is preparing students to enter high school and to graduate in four years. It is hoped that this program will help circumvent the increasing number of those who chose to leave school before graduating. Specifics of the High School Redesign proposal include seven-hour periods, double remediation for advanced courses, additional math courses, dual enrollment courses through the local universities, credit recovery program, tutoring, proficiency exams, etc. Roy Thomas shared with the board the recommendations from the High School Summit Conference, including (1) require a fourth year of math for high school graduation, raising the required number of credits for graduating to 24, (2) implement the LA Core 4 for the 9th grade class of 2008-09 which will require all students to take four units of math, science, social studies and English; however

students may opt out of this program after the 10th grade year with a valid reason for opting out, (3) strengthen career/technical endorsements, (4) modify the graduation index to better align high school accountability, and (5) implement end of course tests. Mr. Thomas also stated that the funding from the state has provided for the following additional initiatives (1) High School Redesign 9th Grade Initiative for which all the high schools submitted a letter of intent to participate, (2) dual enrollment monies allocated by the state for dual enrollment participation, (3) expansion of Louisiana Virtual school program, (4) and credit recovery and remediation to assist students needing to catch up. Mr. Thomas also recognized staff members who assisted in today's presentation, as well as the high school principals present at today's meeting, and added that while the commitment is there, there is much to be done.

Mr. Burton stated he appreciates the presentation today and this is what he is talking about relative to having information available on CD/DVD so board members have access to it for presentations. Mrs. Crawley asked about the philosophy behind the redesign and that years ago, Louisiana made it more stringent to graduate with required credits aimed at pointing the students toward college. She asked if this is still the same even though some students are not planning on attending college? Mr. Thomas stated this was a concern among the commissioners, as well as those attending the meetings. He said it was discussed that generally when you raise expectations, a follow through is in place for those on whom the expectations have been raised. He added this program also includes a real strong career/technical component which will give students skills they can take into the work place from high school. Mrs. Tyler also stated there are many other components to the High School Redesign presentation by the commission that, because of time constraints, were not able to be viewed today; but if the board wishes, staff can review the state's power point which will give the board more of the significant points in the planning of the proposed program.

Mrs. Crawford inquired about the difference in the end-of-course tests and the finals students are now taking? Mr. Thomas responded this is to be determined and they are looking at ways to create consistency from school to school, parish to parish and across the state. Mrs. Crawford also asked if the GEE will stay in place or change? Mr. Thomas explained once the end-of-course tests are implemented, the GEE will be eliminated.

Mrs. Armstrong asked for clarification on the comment that students could opt out after the 10th grade? Mr. Thomas said they can opt out of the LA4 program which is more strenuous than the current curriculum. Mrs. Armstrong asked if students do this can they tack onto the vocational track at that time? Mr. Thomas said they can, but will limit their options following high school, as the colleges/universities are aligning their curriculum with the commission's recommendations, but will not eliminate students from entering into a technical or vocational school. Mrs. Armstrong also verified students can still earn a high school diploma and some vocational credits. Mr. Thomas said that is correct and staff is still seeking more ways to encourage students to be a part of the Career Center.

Mrs. Tyler also stated that as this plan continues to unfold, she would like for the board to allow someone from the state to make a presentation to the board to help better understand what will happen in the high schools and better be able to address the constituencies. Mr. Thomas stated this program will also provide a better connect between the end-of-course tests and the comprehensive curriculum than it is now between the comprehensive curriculum and the GEE.

Mrs. Bell stated she agrees the board needs an inservice on this as she doesn't want another program that will keep the students behind but wants to make certain it is something that will benefit the students. Mr. Thomas stated for clarification that when he says "opt" out, he is not saying "drop" out, but the student may "opt" out of the LA Core 4 curriculum. Ms. Priest asked about Item #4 which addresses industry based certification and when is this phase of the program being proposed, who will determine the industry-related programs, and funding associated with these? Mr. Thomas responded that Gayle Flowers is an authority on this area and industry-based certification is presently being awarded, but plans are to expand this. He also stated that the standards are set by the industry and approved by the state. Ms. Priest shared her concern for those students who at this point have not been able to get into the program, and that the program needs to be looked at very carefully so it does not exclude. Mr. Thomas explained they are presently discussing with the Career Center ways to get more students in the programs there and one reason it is difficult to get the students in now is because students fall behind in their core courses and they cannot afford to go to the Career Center at the expense of their core courses.

Mrs. Crawford stated she read where the state would offer different types of degrees and asked if students will receive a diploma for a vocation? She shared her concern that a lot of students don't know if they will attend college, and they do not make any plans or accommodations while in high school to do anything else. She said she fears if students don't think they will go to college and don't take the necessary curriculum that the opportunity will be eliminated if they change their minds when they are seniors. Mr. Thomas responded he believes we will see in Caddo in the coming school year a tremendous emphasis on working with the 9th graders and to help them clearly understand their options, and added a student really needs to begin tracking in their 9th grade year toward their goals. Mrs. Bell stressed the importance of placing some vocational classes at the middle school level. Mr. Thomas explained that Leisa Edwards and he are working together to make a smooth transition for students from middle to high school.

Mr. Guin agreed with Mrs. Tyler's statement of getting someone from the State Department to make a presentation to the board. He also stressed he is concerned when a Governor appoints a commission to do a job without a budget; and while the Distance Learning program is a wonderful program particularly for the schools in his district whereby students can take advantage of opportunities in the larger high schools, it is presently being staffed with part time personnel because money was not available to fund the program. Mr. Guin stated he wants the opportunity to ask this commission about funding for these mandates, because he knows there is \$1.5 million, the largest surplus the state has ever had, which they have yet to turn lose of and put it in the educational bank. Mr. Guin noted staff's comments that they will be coming to the board relative to funding for this program; and if there is not any funding provided for the mandates, some of the programs in place now will suffer.

CPSB Security Department. Roy Murry, director of security, shared with the board a brief history of the Security Department as well as an overview of where the department is today. Mr. Murry reported that when he became the director, the system was operating with a very minimal security department, using contract security guards in most of the schools. He said the school board approved the district having its own security force and in the early 90s, security coordinators were hired, and the SRO program was expanded from three at that time to every high school in the parish having an SRO and all the middle school campuses having a police officer. Mr. Murry noted Columbine, 911, terrorism, the Russian School incident and school shootings and changes implemented in the district's security program to address these issues. Presently, the security focus is trying to control access on the school campuses and the department is working closing with Steve White and Tommy Smith regarding fencing of the campuses, installing cameras and additional equipment on campuses. Mr. Murry recognized employees of the Security Department as follows and highlighted the responsibilities/services of each: security manager (Clarence Woods), patrol supervisor (Oneal Jones), district psychologist (Barzanna White), security investigator (Georgie Hensley), clerical assistants, security technicians, patrolmen, monitors, security coordinators, SROs and SLOs. Mr. Murry also highlighted the district's Fight Diversion Program and the success it has seen since implementation in the district's schools. He added he and the superintendent have met to discuss ways to stop the repeat suspensions and bring them down. He said this program is not mandatory for all schools, but believes it is important to look at making the Fight Diversion Program a part of the Discipline Policy and at least offer this option to parents. He explained that because the Volunteers for Youth Justice has been able to implement this program through grant funding, it has not cost the school system any money. He closed stating he hopes to meet in the near future with the Discipline Review Committee about the possibility of making it a part of Caddo's District Policy.

Mrs. Hardy asked how administration handles a situation when a student has been reported as bullying another student and it ends in a fight, the bullied student fights back and is suspended, but the student who did the bullying is not? Mr. Murry indicated he could not speak to an individual case without knowing all the particulars, but he explained it is required by the school system that every fight be investigated, whether criminal charges are filed or not. Also, if the investigation reveals the person was acting in self defense, they are not to be suspended.

Mrs. Bell stated she knows about the school Fight Diversion Program and she is a member of the Volunteers for Youth Justice Board. She believes they are doing a good job, but asked that the middle schools be remembered when addressing this issue.

**EXECUTIVE COMMITTEE – ESTABLISH THE AGENDA FOR THE APRIL 24, 2007
CPSB MEETING**

Superintendent Tyler highlighted the proposed agenda items for the April 24, 2007 Caddo Parish School Board meeting and the following discussion ensued.

Bids. Lola May asked that staff provide her with a list of schools under Item 10. B. 22 and 23.

Schumpert School-Based Health Clinic at Woodlawn. Ms. Phelps stated that she brings forward the information provided to make board members aware of what is coming forward. She said this was presented to staff a few months ago and board members participated in a letter of support for this project, and we are now at the point of bringing the information before the final proposal is presented to the board. Ms. Phelps said she has presented information which she believes is most important and asked Ms. Denise Hughes of Schumpert Health System to share information with the board. Ms. Phelps stated we are very appreciative of the services Schumpert is offering to our school system and this most recent proposal for Woodlawn High School. She added additional information will be coming to the board from staff. Ms. Hughes shared with the board the various services the health clinic at Woodlawn will offer the students and how the Woodlawn facility will compare to the Atkins and Linwood clinics. Ms. Hughes stated the health clinic at Linwood, since 1996, has experienced approximately 42,000 visits, and since 1998, Atkins has had approximately 13,500 visits. Ms. Hughes reported that the satisfaction surveys of parents, teachers, and students indicate an average satisfaction score of between 95 and 99%. She added the number of parents completing the enrollment form for the students is high so their children can receive the available services. Ms. Hughes also reported on various programs staff conducted through the clinics for the students and other benefits the students at Linwood and Atkins received. Regarding the proposed clinic for Woodlawn High School, Ms. Hughes stated that Schumpert was awarded one of six grants across the state which will be used for the Woodlawn Clinic and the operational grant is due June 1st. She announced the planning committee consists of parents, and students, as well as representatives from the school district, and the plans have been shared with the faculty at Woodlawn, who were all supportive; and a meeting with the Woodlawn teachers is scheduled for April 10th. Results of surveys of parents and students indicate that 92% of the parents, and 85% of the students said they would most probably use the center. Ms. Hughes explained the services to be provided through the clinic will include treatment for minor illnesses and injuries, physical exams, sports physicals, immunization screenings, referrals for additional services, lab tests, specimen samples, etc. They will also provide diagnosis and treatment of STDs. Ms. Hughes announced there will also be a social worker assigned to the clinic and they will be able to do individual and/or group counseling for substance abuse, grief, depression, etc. She stated having the ability to provide these services to these students has eliminated students from missing an entire day at the doctor's office and gives them the opportunity to return to class more quickly.

A layout of the plans for the Woodlawn clinic were presented, explaining it will cost approximately \$250,000 to renovate the learning center at Woodlawn to house the health clinic. She said the clinic will be operated following the Office of Public Health Principles Standards and Guidelines for School Based Health Care, and they will continue to collaborate with the school's administration, teachers and school nurses to encourage the students to be healthy and remain in school.

Ms. Phelps referenced page 2 of the printed material provided and the section addressing state funding being contingent on providing services to diagnosis and treat sexually transmitted infections. Ms. Hughes responded that is correct and if a student presents symptoms, the clinic is to be able to diagnose and treat them if necessary. Ms. Phelps asked Ms. Hughes to expand on the health issue statistics. Ms. Hughes stated that not only is the state high, but Caddo Parish's rate is higher than the state. Ms. Phelps asked the principals from Atkins and Linwood to share with the board their experiences with the health clinics at their schools. Mr. Graham, principal of Atkins Elementary, highlighted the many services afforded the students at Atkins Elementary, and how it has been a wonderful way for the community and businesses to come together for the well-being of the students at Atkins. He said the most tangent result is the continued improvement in the attendance. Mr. Graham said this is very important as many of the students actually walk to school. He also said the parents have really bought into this service and in many instances the students remain at school instead of missing school. Mrs. Monica Jenkins-Moore, principal at Linwood Middle School, also shared with the board Linwood's experiences with the

school based health clinic. She shared her appreciation for the partnership with the community and working in the best interest of children. Mrs. Jenkins-Moore expressed her gratitude for the many ways that the community has provided much to meet the needs of the students at Linwood. With Atkins being the feeder school for Linwood and Linwood the main feeder school for Woodlawn, both principals believe this extension will be a natural transition for the students and encouraged board members to visit their schools and see these services in action.

Carter Bedford, principal at Woodlawn High School, shared his excitement over offering these much needed services for the students at Woodlawn.

Mrs. Hardy commented on the health of our children being a priority in order for them to perform their best in school. She congratulated them on this outstanding program for the schools.

Denise Hughes also introduced Peggy Ray, the Nurse Practitioner at Linwood for 11 years.

Mr. Guin asked if the Learning Center at Woodlawn will be converted to the clinic? Mr. Bedford answered in the affirmative and that the building is a combination building, that the counselors' complex is located in ½ of the building. Mr. Guin asked whose expense is the \$250,000 to prepare the clinic? Ms. Hughes responded it is a Schumpert expense, as Schumpert paid the cost to renovate Linwood and Atkins. Mr. Guin asked the board attorney if we take a CPSB building/facility and allow someone else to pay for the renovations, who is considered owner of that building? Ms. Hughes responded it is still CPSB property and the indemnification agreement currently with the school board will remain in effect, but only needs to be modified to include the additional school. Ms. Phelps stated the remainder of the proposal will be shared with the board as soon as staff completes it. Mr. Guin asked if Ms. Phelps is asking the board to either approve or disapprove of this proposal at its next meeting on April 24th? Ms. Phelps responded whenever staff completes the remainder of the proposal. Mr. Abrams indicated he has drafted the proposal and has sent it to Ms. Hughes for Schumpert's legal counsel to review. Mrs. Tyler stated normally staff works directly with Schumpert's staff and once the proposal is complete, forwards it to Caddo's attorney who then gets with Schumpert's attorney prior to it coming to the board for consideration. Ms. Phelps reminded everyone she is the board member that continually reminds everyone not to wait until the last minute to provide the information to the board. Ms. Hughes responded she will immediately get with Caddo's attorney with the indication she would like to move forward with this project.

Mr. Abrams stated for clarification that Caddo Parish School Board presently has a contract in place that technically covers this situation anyway, so there is no hold up, as the board can approve it subject to the indemnification agreement being put into place. Mrs. Tyler indicated there are some parts for the high school that are not included with the middle and elementary school, i.e. the portion of treating students with STDs. Ms. Phelps stated that is the reason for having the discussion today and asked that the portion about the state and STDs be highlighted and it's either vote yes or no and that is why she is bringing it now rather than at the last minute.

Mrs. Bell asked if the plan is to open this clinic in the fall if the board approves the proposal? Ms. Hughes responded that nothing will be done until the board votes on the proposal and then the layout will be released and construction will take approximately 90 days, with an anticipated opening in September or October.

Superintendent's Report. Dottie Bell asked the superintendent for information on the purchase of textbooks and who determines the number to each school.

Discussion was held on the number of items listed under Superintendent's Report and the need to remove those that have been answered. Mr. Burton also stated items go to the individuals requesting the information and are only reports, not items for discussion. Mr. Burton also said board members cannot expect the superintendent to drop everything and tie up staff's time for these reports, but must allow staff the time to prepare the requested information. Board members were reminded to contact staff to see if a simple answer can be given. Mr. Guin referenced the item "Update on Canopy at North Highlands" and that someone can answer that question. Mr. Guin also reminded the board they can request something of the superintendent and it not be listed on the superintendent's report. Mrs. Tyler responded many of the items were added at the time schools were released for Spring Break, and she places these things on the Superintendent's

Report so board members are aware everyone is asking for information. She added most of the ones listed are being addressed, but are not complete because of Spring Break. Mr. Guin asked about the possibility of a separate page for mailout which lists board members' requests because if it is on the agenda under Superintendent's Report with a board member's name beside it, that board member is the only one who can remove it. Mr. Guin stated if a board member asks for an item to be put on the agenda under Superintendent's Report, that is where it will be listed; and if not, it will be listed on a separate sheet of requests.

Mrs. Bell asked for clarification on the discussion because when she came on the board, she was told, when calling individual staff members, that requests needed to come through the Superintendent, and this is why she asks for her requests to be put under the Superintendent's Report. Mr. Guin responded she can make a request for a report without asking for it to be under the Superintendent's Report. Mrs. Bell said that is not what she is saying and explained a situation at Turner where she went to Steve White, at which time she learned she needed to go to Mrs. Tyler with the question. Mr. Guin responded that as board members, and this has been discussed at board retreats, we have the responsibility to make policy and to hire a superintendent to run the school system. If board members have questions of any department within the school system, he understands these should go through the superintendent, because otherwise staff is torn between the superintendent who they answer to and an individual board member. He noted no individual board member has authority within the system alone. Mrs. Bell said all she asked was should she continue to go to the superintendent with her requests. Mr. Guin said that is correct and he is not saying board members cannot ask for a report, but everything requested does not have to be listed under the Superintendent's Report; however if there is a possibility a board member may want to act on it, it will be under Superintendent's Report.

ANNOUNCEMENTS AND REQUESTS

Mrs. Crawford referenced the board's approval of the nurse at Bethune and a statement in the rationale that after school year 07-08, the Caddo Parish School Board and the Alliance for Education would put a nurse in every school and asked that the superintendent provide a copy of the proposal to board members as soon as it is available. The superintendent responded she is not aware of this statement, and it was not the agreement. Mrs. Tyler indicated she will get with staff and respond.

Mrs. Crawley stated that she received many calls this past week and asked the superintendent to provide her the data showing the range of scores from last year to this year, the number of siblings tested, the number of siblings admitted and the number that were not admitted. She indicated because she went through the process last year, she knows what the parents were told at the open houses before testing, and would like to know what the parents were told at the open houses/roundups before this year's testing. Mrs. Crawley also asked staff to look into a complaint from a parent whose child has an IEP that the child has a speech impediment and if given an oral test, a translator should be provided, and this did not occur.

Mrs. Hardy and Mrs. Bell asked that a resolution honoring Coach Eddie Robinson be added to the agenda.

Mrs. Tyler announced Mr. Beachman Williams, assistant principal at Oak Terrace, became ill at work today, was taken to the hospital and expired. She asked everyone to be in prayer for this family.

Mr. Guin announced he talked with Joe Brown and the equipment for updating the board room will be in the last week of April; and hopefully working through the first week in May, everything will be installed. He requested that the board consider moving the executive committee work session to the second Tuesday, May 8th, to allow for everything to be in place and for staff to give the board a briefing prior to the start of the meeting.

Mr. Burton also clarified to board members about items on the agenda and the listing of staff's telephone numbers so board members can call staff and not get reports, but just get answers or further information on that item.

POLL AUDIENCE

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on the district's Fight Diversion Program and the possibility of expanding it throughout the parish. She encouraged the board to make sure it is in compliance with state law and the parish policy, because at this time it is not in compliance. Mrs. Lansdale also asked the board to hold students accountable for their behavior. She also inquired about the program for placement of a nurse at Bethune and what that nurse will be doing, i.e. vision checks, dental, and hearing, as she understands Caddo's school nurses already conduct these checks. She asked the board to be very careful and not get into privatizing the nurses that are Caddo employees. Also, regarding the Woodlawn program, she noted there is a law that may be implemented this year whereby students will be expected to have a full and complete health record when they come to school as opposed to only a shot record. She said many states are already requiring students to have a full and comprehensive medical exam and asked if the health clinics in place in Caddo might be able to help with these exams.

Gwendolyn Jones, parent, addressed the board about the need for a nurse at Linear Middle School and shared a recent experience where her son was injured; and if a nurse had been on site, the injury could have been assessed more quickly and treatment received. The superintendent asked Dr. Robinson and Dr. Salinas to meet with the parent and share with her what services are available.

CONFIRM THE AGENDA AND CONSENT AGENDA

Mr. Guin classified items 9-15 (with the exception of 10 B.7.) as the consent agenda. *Mr. Burton moved, seconded by Mrs. Crawford, to approve the proposed agenda and consent agenda for the April 24, 2007 CPSB meeting as presented. Vote on the motion carried unanimously.*

Adjournment. *Mr. Burton moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion carried and the meeting adjourned at 6:50 p.m.*

April 10, 2007

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 6:50 p.m. (immediately following the executive committee/work session) on Tuesday, April 10, 2007 with President Phillip Guin presiding and the following school board members present being a quorum: Eursla D. Hardy, Willie Burton, Charlotte Crawley, Lola May, Tammy T. Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Ollie S. Tyler and Reginald Abrams, legal counsel. The invocation and the Pledge of Allegiance were omitted.

VISITORS

Reed Aldridge, parent, addressed the board on his concerns regarding the recent elementary magnet testing. He shared that he has a daughter at Fairfield Magnet; but his son, who tested this year, did not make the cut off to attend Fairfield. He stressed he is not angry, but disappointed and surprised as they prepared his son for this test the same as they did for his daughter. Mr. Aldridge stated his concern that his children will not be able to attend the same school, and questioned whether or not the new test was administered correctly, was it scored properly, and asked the board look into this for the future. The superintendent asked that Mrs. Gunn and Mrs. Woodard meet with this parent regarding his questions and concerns.

ORGANIZATIONAL RESTRUCTURE

Mr. Burton moved, seconded by Mrs. Crawford, to accept the superintendent's recommendation. Mrs. Bell stated she would like to make a statement regarding the reorganization plan and she does not want anyone to misinterpret her comments. Mrs. Bell said, "as a board member, I can certainly appreciate and respect change in any system that supports the children of Caddo Parish, but I am troubled by this reorganization change. It appears to me that this change and reorganization that the board is asked to consider is one of convenience and based solely on the fact that a new hire has been placed over the department in which a family member works and it's improper to supervise an immediate family member. Two major points that I want to say; two points come to my mind as we are asked to consider this reorganization. Don't misunderstand my point, because I have nothing against the new employee, nothing against him, and I wish him much success; but number one, are we setting precedence when we change whole departments to accommodate one person? Two, we are asked to make changes in the reorganization chart to accommodate one person, but yet we have not been able to make accommodations or changes to meet the need of the overage student, nor have we been able to make any concession for the drop out student, and this is where my concern lies. The students of Caddo Parish should have primary focus, the primary focus on their needs, and as a board member, this should be our major concern." The superintendent stated her need to respond and President Guin stated she is not a part of the debate unless someone asks a question. *Vote on the motion carried with Board members Crawley, May, Phelps and Bell opposed, and Board members Guin, Hardy, Burton, Priest, Crawford, Rachal, Ramsey and Armstrong supporting the motion.*

Adjournment. *Mr. Burton moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 7:00 p.m.*

Ollie S. Tyler, Secretary

Phillip R. Guin, President

April 24, 2007

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana at 4:30 p.m. on Tuesday, April 24, 2007 with President Phillip Guin presiding and the following school board members present being a quorum: Eursla Hardy, Willie Burton, Charlotte Crawley, Lola May, Tammy Phelps, Lillian Priest, Bonita Crawford (arrived at approximately 4:42 p.m.), Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Ollie S. Tyler, secretary, and Reginald Abrams, legal counsel. Ms. Phelps gave the invocation and led in the Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE MARCH 20, 2007 AND APRIL 10, 2007 CPSB MEETINGS

Mr. Burton moved, seconded by Mrs. May, to approve the minutes of the March 20, 2007 and April 10, 2007 CPSB meetings. Vote on the motion carried unanimously.

ESTABLISH THE AGENDA AND PROPOSED CONSENT AGENDA

Mr. Guin proposed that items 9, 10 (with exception of 10.B.7.), 11-15, and 18 be categorized as the consent agenda, and that items #10B. 15, 17, 19, 20 and 21, and 16 “*Schumpert School Based Health Clinic at Woodlawn*” be postponed. Ms. Phelps asked why No. 16 is being postponed? Mr. Guin responded the superintendent has indicated the agreement has not been received. Ms. Phelps asked the superintendent if it will be ready for the board to address at the first meeting in May? The superintendent stated, as previously communicated, we are waiting for Schumpert to provide the remainder of the information. Mr. Guin announced Ms. Phelps has asked if the information is available and ready for the first meeting in May that a special called meeting be held to address this issue. Ms. Phelps stated she knew we were attempting to have it ready for June, but she did not know we would take the entire month, so if it is ready for the first meeting, she would like to act on it and allow them the needed time to get everything ready.

SPECIAL PRESENTATION(S)/RECOGNITION(S)

On behalf of the CPSB and staff, Burnadine Moss Anderson, executive assistant to the superintendent/communications, made the following special presentations/recognitions. The president and superintendent greeted and presented each honoree with a certificate/award for their outstanding accomplishment. Parents, school administrators and other guests also were recognized.

Academic Celebration 3: Superintendent Ollie Tyler recognized members of the Academic Celebration 3 Committee and thanked them for their outstanding efforts in planning an outstanding Academic Celebration on April 19th. Mrs. Burnadine Moss Anderson served as chair and Wanda Gunn served as co-chair.

Louisiana Association of Student Councils. The following students were recognized as winners of the Louisiana Association of Student Council Leadership awards: Jared Williams, Captain Shreve High School, 2006-07 recipient of the Dale Hawley National Leadership Award; Carolyn Murphy, Captain Shreve High School, 3rd Place, Concrete Poetry Poster. Tara Brando was recognized as the incoming president and Leslie Wilhite as the outgoing president of the District Student Councils. Miss Brando and Miss Wilhite were recognized for serving as the state district student coordinators, and Mrs. Martha Goza was recognized as the State District Coordinator and recipient of the Distinguished Service Award. Captain Shreve also received the Mega Bucks Award for contributing over \$500 to the state charity – St. Jude.

Skills USA/Gold Medal Winners. The following students were recognized as gold medal winners in the Skills USA contest recently held in Shreveport: Katherine Lovewell, Gold Medalist, Architectural Drafting; Laura Free, Gold Medalist, Dental Assisting; Parker Stough, Gold Medalist, Extemporaneous Speaking; Jared Sattler, Gold Medalist, Job Skills Demonstration A; Kyle Baker, Gold Medalist, Precision Machining; Ayla Turner, Gold Medalist, Health Occupation Portfolio; Jessica Stone, Gold Medalist, Opening/Closing Ceremonies Team; Erica Brown, Gold Medalist, Opening/Closing Ceremonies Team; Andrea Farruya, Gold Medalist, Opening/Closing Ceremonies Team; Laura McFarland, Gold Medalist, Opening/Closing Ceremonies Team; Kayley Henlyshyn, Double Gold Medalist, Certified Nurse

Assistant and Opening/Closing Ceremonies Team. Mrs. Anderson also announced these students attend the Caddo Career and Technology Center and will represent Louisiana in the National SkillsUSA championships in Kansas City, Missouri.

Student of the Year. The following students were recognized as winners in the Student of the Year Program: Carolyn Murphy, 2007 High School Student of the Year; Emily Zimmerman, 2007 Elementary Student of the Year for Caddo and the State; and Morgan Ballengee, Caddo's and Region I Middle School Student of the Year. Mrs. Anderson highlighted each student's involvement in school and community activities/programs.

2007 Outstanding Louisiana Distinguished Clinician for Secondary Education. Ms. Dana Fergins was recognized as the 2007 Outstanding Louisiana Distinguished Clinician for Secondary Education. She has taught five years in Caddo Public Schools, having a student worker for three of those years. Ms. Fergins teaches 6th grade World History and 7th Grade American History at Ridgewood Middle School.

Eulava Joyce and Charles Ravenna Exemplary Teacher Award. Mrs. Anderson explained that Bill and Freda Stephenson established the Eulava Joyce and Charles Ravenna Scholarship and Award fund through the Community Foundation for honoring teachers in Caddo Parish and for providing eye glasses and hearing aids for needy students. This fund also funds one award each year to recognize a Caddo Parish teacher who has gone above and beyond his or her job description in caring for the students. The following finalists were recognized: Mrs. Rita Crosby, Special Education teacher at Cherokee Park Elementary School; Brenda Smith, 4th grade Math and Science teacher at Oil City Elementary Magnet School; and Helen Amin, Special Education Inclusion and Drama 9-12 at Hamilton Terrace Learning Center. Paula Hickman, executive director of the Community Foundation, recognized Mrs. Helen Amin as the recipient of a \$2,500 honorarium from the Community Foundation to the Caddo Parish School Board.

Recess. Mr. Guin called for a five-minute recess at approximately 5:02 p.m. and the board reconvened in open session at approximately 5:09 p.m.

VISITORS

Ken Krefft addressed the board on matters of school safety and storm-proof buildings. Mr. Krefft asked the board to consider, the next time there is a bond election, and if there is an item for multi-purpose buildings at schools; constructing these buildings as storm-proof as possible against rain, wind, tornadoes, etc. He shared examples of buildings of reinforced steel and concrete in Florida that have withstood the winds of hurricanes and tornadoes. Mr. Krefft referenced recent storms in our area and he believes the safety of the district's employees and students should be a priority.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on matters and concerns of interest to the Federation. Mrs. Lansdale reminded board members that on Thursday, April 26, 2007, at 6:00 p.m. at Brookwood Baptist Church, the Federation will host its fourth annual Most Improved Student Banquet and board members are invited to attend. Mrs. Lansdale also brought to the board's attention that teachers and school employees from around the state will rally on the Capitol steps on May 2, 2007 in Baton Rouge to deliver to the legislators the importance of delivering significant, long term raises for educators. She added teachers and school employees were encouraged to take a leave day in accordance with LRS 17:1208 in order to participate in this activity, and announced their association will communicate with the Superintendent an accurate account of those employees who will participate. She said this is about standing up and speaking out for public education in Louisiana. With legislators sharing with her and other members of the Federation that they did not hear enough from everyone concerning this issue last time it was addressed, Mrs. Lansdale stated that is the purpose of this rally – to deny that excuse in this legislative session. She said she believes in doing this, they are working toward building a stronger profession and a better educational environment. In closing, Mrs. Lansdale stated that as work begins on the annual budget, the slippage in Caddo's salary ranking for new teachers is an area of concern needing attention if we are to attract the best and the brightest. She added the Federation is also concerned over the need to correct the average teacher salary, and cited data from the Louisiana Department of Education reflecting Caddo's ranking fifth against other districts, and the 2004-05 data reflecting Caddo's ranking 17th in average teacher salary. She reported that 12 districts

were able to surpass this by adding more local funding to supplement state allocations. She added this has been exasperated in Caddo by allocating pay increases in percentages across the board which has opened up an exaggerated salary schedule at the administrative levels. Mrs. Lansdale said while the Federation agrees the correction needs to be made at the entry level salary, they also believe it will be a critical mistake if it is made at the expense of the veteran teacher, because the teachers did not create the salary mechanism where across the board percentages sent more money to the top of the schedule. The Federation's position remains that salary increases should be allocated with salary lanes, which is a win-win proposition for the educator and for the one to be educated.

CONFIRM THE CONSENT AGENDA

Mr. Burton moved, seconded by Mrs. Hardy, to approve the Consent Agenda as presented. Vote on the motion carried unanimously. The following is a summary of the board's action on items categorized as the consent agenda:

Agenda Item 9. A., B., and C.

Personnel Recommendations. Per request from the superintendent, Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following personnel appointments as recommended by the superintendent and approved by the board: Shonne Leach, Counselor at Youree Drive Middle School; and Walter Brown, Supervisor of Secondary Reading/Language Arts/Foreign Language. These appointments will receive the appropriate salary as reflected by the Caddo Parish School Board Salary Schedule applicable to the position to which they are appointed.

Requests for Leaves. The following requests for leaves were approved as recommended by staff and included in the mailout.

Certified

Sabbatical Leave (Study), Fall Semester 2007 (8-7-07 through 12-21-07)

Tonya Tippett, Teacher, Walnut Hill, 3 years

Catastrophic Leave, (April 10, 2007 – April 10, 2007 & April 12, 2007 – April 13, 2007)

David T. Eschenfelder, Teacher, Broadmoor Middle, 2 years

Leave Without Pay (July 1, 2007 – June 30, 2008)

Gwendolyn Buckingham, Principal, Turner Elementary/Middle, 29 years

Classified

Leave Without Pay (August 10, 2007 – May 23, 2008)

Gale L. Gandy, School Nurse, 13 Years

Leave Without Pay (March 5, 2007 – March 4, 2008)

Shawn A. Gilmore, Teacher's Aide, West Shreveport Elementary, 2 years

Leave Without Pay (August 8, 2007 – June 23, 2008)

Wendy Sapp, Teacher's Aide, Oil City Elementary, 6 years

Leave Without Pay (April 12, 2007 – May 18, 2007)

Kakani Sailajarani, Teacher's Aide, Arthur Circle Elementary, 2 years

Leave Without Pay, (April 12, 2007 (noon) – June 15, 2007)

Mary Thompson, Secretary I, Classified Personnel, 3 years

Other (Hiring, Assignment Changes, Separations & Resignations). The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of February 23, 2007 – March 23, 2007 as recommended by staff and included in the mailout.

Agenda Item No. 10. A. and B.

Bids. The board approved the following bids as recommended by staff and included in the mailout on the bid tabulation sheets: (1) Janitorial Supplies – Direct Mop totaling \$8,124.60; Economical Janitorial totaling \$9,987.70; Fuqua Paper & Supply totaling \$3,444.60; Pyramid School Products totaling \$3,923.82 and Southeastern Paper Group totaling \$3,062.50; (2) Janitorial Paper Supplies – A to Z Paper totaling \$78,000; (3) Janitorial Poly Can Liners – VCC Janitorial Supply totaling \$32,340 and Unisource totaling \$5,322; (4) Recapping of Truck Tires – Southern Tire Mart totaling \$214.64; and Calculators – Inman Quests totaling \$726.15.

Bids (Capital Projects/Construction). The board approved the following bids as recommended by staff and included in the mailout on the bid tabulation sheets or placed at board members' stations today: (1) Sumrall Contractors with a Base Bid and Alternate 1 and Alternate 2, for the sum total of \$660,900 for Project 2006-110, "Fairfield Library"; (2) Johnson Controls, Inc. with a Base Bid for the sum total of \$769,700 for Project 2008-303, "Broadmoor HVAC Gym/Auditorium"; (3) Terry's Roofing & Sheet Metal, Inc. with a Base Bid for the sum total of \$34,300, for Project 2008-224, "Claiborne Roof Building A and Auditorium"; (4) Camus Electric Co., Inc. with a Base Bid and Alternate 1 for the sum total of \$137,480 for Project 2008-401, "Walnut Hill Lighting Retrofit, Phase II"; (5) Johnny's Roofing and Metal Works, Inc. with a Base Bid for the sum total of \$51,900 for Project 2008-228, "Laurel Street Roof C Wing, Auditorium"; (6) Camus Electric Company, Inc. with a Base Bid and Alternate 1 for the sum total of \$155,590, for Project 2008-403, "Southwood Stage Lighting"; (7) Grosjean Contractors, Inc. with a Base Bid, for the sum total of \$103,600 for Project 2008-234, "Forest Hill Roof B Wing and Canopies, Phase II"; (8) KAN Contracting Inc. with a Base Bid for the sum total of \$118,762 Project 2008-209, "Linwood Title IX, Phase II"; (9) Thermo-Technics with a Base Bid and Alternate 1 and Alternate 2 for the sum total of \$162,172 for Project 2008-301, "Hosston HVAC Renovation, Phase II"; (10) Air Repair with a Base Bid for the sum total of \$143,176.76 for Project 2008-305, "Caddo Middle Careers (Hollywood) HVAC Library"; (11) Camus Electric Co., Inc. with a Base Bid and Alternate 1 and Alternate 2 for the sum total of \$167,250 for Project 2008-306, "Fire Alarm and Fire Safety at Linwood, Turner, and North Highlands"; (12) Camus Electric Co., Inc. with a Base Bid and Alternate 1, for the sum total of \$83,000 for Project 2008-307, "Fire Alarm and Fire Safety at Creswell, Vivian, and Lakeshore"; (13) Triple L Management with a Base Bid for the sum total of \$74,824 for Project 2008-211, "Building 6 Fire Doors and Associated Renovations"; (15) Hefner Roofing with a Base Bid and Alternate 1, Alternate 2, and Alternate 3 for the sum total of \$154,235 for Project 2008-235, "Midway Roof B Wing-Library, Phase III"; (16) Jaco Construction with a Base Bid and Alternate 1 for the sum total of \$68,650 for Project 2008-225, "Caddo Magnet High Roof Library"; (17) ARC Abatement with a Base Bid and Alternate 1, Alternate 2 and Alternate 3 for the sum total of \$299,547 for Project 2008-214, "Abatement for Flooring at Various Schools (Northwood, BT Washington, Forest Hill, Oak Terrace, Southern Hills, A.C. Steere, Hillsdale, Cherokee Park, Northside, Captain Shreve and Turner)"; (18) Henson's Carpet One with a Base Bid and Alternate 1, Alternate 2 and Alternate 3 for the sum total of \$307,314 for Project 2008-215, "Flooring Replacement at Various Schools (Northwood, BT Washington, Forest Hill, Oak Terrace, Southern Hills, A. C. Steere, Hillsdale, Cherokee Park, Northside, Captain Shreve, and Turner)".

Agenda Item No. 11

Requests for Use of School Buses. The board approved the following requests for the use of Caddo Parish school buses as recommended by staff and included in the mailout – (1) Saint Catherine Community Center for field trips and transporting students daily to 81st Street for breakfast and lunch program for seven weeks (June 4 – July 20, 2007); (2) Arc of Caddo-Bossier for transporting Caddo students as a part of the Adaptive Physical Education curriculum for disabled students (June 4-8 and June 11-15, 2007); (3) SPAR for 2007 Summer Playground Program (May 21 – August 3, 2007); and (4) Southern University STARS Program for transporting students from Linear, Newton Smith and Queensborough to their homes (April 16, 2007 through the end of the school year).

Agenda Item No. 12

Proposed Locally Initiated Electives for SY 2006-07. The board approved a request to implement in SY 2006-07 a locally initiated elective (Digital Graphics and Animation) as submitted by Northwood High School and recommended by staff and included in the mailout.

Agenda Item No. 13

Proposed Enriched Credit Course for SY 2007-08. The board approved Caddo Career & Technology Center's request for an enriched credit for a state-approved course (Emergency Medical Technician) as recommended by staff and included in the mailout.

Agenda Item No. 14

LA LEAD Grant. The board approved the LA LEAD (Louisiana Leadership Excellence through Administrator Development) Program application as recommended by staff and included in the mailout.

Agenda Item No. 15

Contract Between CPSB and PepsiAmericas, re: Donnie Bickham Middle School. The board approved the contract between the CPSB and PepsiAmericas for Donnie Bickham Middle School as recommended by the board counsel.

Agenda Item No. 18

Resolution Calling for a Tenure Hearing for a Tenured Teacher. The board approved a resolution calling for a tenure hearing for a tenured teacher.

BIDS (Construction/Capital Projects)

Building 6 Phone and Data, Project 2008-404. *Mr. Burton moved, seconded by Mrs. Hardy, to approve the bid of J.D. Electric with a Base Bid and Alternate 1 and Alternate 2 for the sum total of \$190,435 for Project 2008-404. Vote on the motion carried with Board members Guin, Hardy, Burton, Crawley, May, Phelps, Priest, Crawford, Rachal, Armstrong and Bell supporting the motion and Board member Larry Ramsey abstaining.*

RESOLUTION IN HONOR OF COACH EDDIE ROBINSON

Mrs. Hardy moved, seconded by Mrs. Bell, to adopt the following resolution of condolence for Coach Eddie Robinson.

Whereas, Coach Eddie Robinson believed that education is the lifeblood for students and that education represents an investment in their future; and

Whereas, this legendary Grambling State University Football coach was indeed an American hero. In 1941 Coach Robinson began his triumphant march in collegiate sports, achieving 45 winning seasons; the winner of nine National Black College championships and 17 Southwestern Athletic Conference titles; and

Whereas, he will not only be remembered for his 408 wins, 200 or more players drafted in the NFL and the many conference titles, but for his leadership skills and services to the town of Grambling, the state of Louisiana and his love for the red, white and blue. He worked hard to make the playing field equal for all races; and

Whereas, since his retirement in 1997, his name remained a household name because he coached basic football skills with a zeal for athletes and students to learn the true meaning of life; and

Whereas, Coach Robinson was known for his persistent drive to place Grambling State University on the map. He was an advocate for his neighbors, the employees at GSU and was a champion for equality at every level.

NOW, THEREFORE, BE IT RESOLVED that the Caddo Parish School Board, the superintendent and staff extend heartfelt condolences to his wife of 64 years, Mrs. Doris Robinson, his two children, five grandchildren, nine great grandchildren, other family members and the staff of Grambling State University; and

BE IT FURTHER RESOLVED that this resolution be presented to the family as an expression of our sympathy.

Vote on the motion carried unanimously.

SUPERINTENDENT'S REPORT

Mr. Guin announced that items (D) Report on Truancy, (I) Update on Canopy at North Highlands Elementary, (J) Update on Parking at West Shreveport Elementary, (N) Procedures for Suspension from a Middle or High School, (O) Report on Bus Service for Students on Stoer Road, and (P) Report on Fencing Program in Caddo Parish are removed from the Superintendent's Report.

ANNOUNCEMENTS AND REQUESTS

Mrs. Crawley asked if there is a consistent parish-wide procedure for the selection of high school cheerleaders? She said it has come to her attention that juniors who make the Varsity Cheerleader Team must tryout again their senior year and she would like to know if this is a parish-wide policy/procedure. Ms. Phelps asked that she receive a copy of this report and that staff address the number of minorities on cheerleader squads and if there are any inconsistencies in the numbers. Mrs. Bell also asked that her name be added to this report. Mr. Guin asked Board Counsel Reggie Abrams to work with the superintendent in answering this question.

Mrs. Bell requested a report on the Fair Share Program and the Magnet School Test.

EXECUTIVE SESSION

Student Readmission Appeal. *Mr. Burton moved, seconded by Mrs. Hardy, to go into executive session for a student readmission appeal for up to 20 minutes. Vote on the motion carried unanimously and the board went into executive session, following a brief recess, at approximately 5:32 p.m. The board reconvened in open session at approximately 6:25 p.m. Mr. Ramsey moved, seconded by Ms. Phelps, to uphold staff's recommendation and that the student with initials M.W. remain expelled until January 7, 2008. Vote on the motion carried unanimously.*

Level IV Grievance. *Mr. Burton moved, seconded by Mrs. Hardy, to go into executive session for up to 20 minutes for the purpose of hearing a Level IV Grievance. Vote on the motion carried unanimously and the board went into executive session at approximately 6:35 p.m. following a brief recess. The board reconvened in open session at approximately 7:18 p.m. Mr. Ramsey moved, seconded by Mrs. Hardy, to uphold staff's recommendation at Level III. Vote on the motion carried with Board members Crawley, Crawford, Armstrong and Bell opposed and Board members Guin, Hardy, Burton, May, Phelps, Priest, Rachal and Ramsey supporting the motion.*

Budget Work Session. Mr. Guin announced that if there are no objections, he would like to postpone the budget work session scheduled for tonight until following the Executive Committee/Work Session scheduled for May 1, 2007.

Adjournment. *Mr. Burton moved, seconded by Mrs. Hardy, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 7:20 p.m.*

Ollie S. Tyler, Secretary

Phillip Guin, President

May 1, 2007

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 5:45 p.m. (immediately following the executive committee/work session) on Tuesday, May 1, 2007 with President Phillip Guin presiding and the following school board members present being a quorum: Eursla D. Hardy, Willie Burton, Charlotte Crawley, Lola May, Tammy T. Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Ollie S. Tyler and Reginald Abrams, legal counsel. The invocation and the Pledge of Allegiance were omitted.

VISITORS

Scott Hughes, executive director of the Alliance for Education, encouraged the board to support the Schumpert Health Clinic at Woodlawn. He said these school-based health clinics are rapidly becoming a national trend and the Alliance refers to it as *healthy schools*. Mr. Hughes commended the board for their continued acceptance of community assets, because until such time that the local school boards have the budget level to fully fund all the services that need to be in the schools, partnerships are the best we can do. Mr. Hughes stated that approval of the Woodlawn health clinic marks the continuation of a trend already begun in Caddo with other health clinics and extended with the adoption of a Wellness Policy. Mr. Hughes also addressed and clarified the Alliance's position on school nurses and that the Alliance would like to see a school nurse in every school, but has never said the Alliance intends to put a nurse in every school. Mr. Hughes noted that the Alliance represents seven school districts in North Louisiana in Region VII and highlighted activities in this area in these other districts. He stated that the Alliance has researched this and pointed out that the Louisiana Legislature adopted the Louisiana Coordinated School Health Plan in 2004 which is what DeSoto Parish is moving forward with at this time. He added that the implementation process was to begin in 2005 and because of the hurricanes, it was sidetracked; however 10 districts in the state are now trying this out. Also in their research, the Alliance looked at any credible group's policy and the role of school nurses. He concluded that he hopes this clarifies the Alliance's position and that they are not about having any employees or programs that puts anything in the schools, but only about linking up assets the community has with the needs in the school systems.

David Brainis, parent, addressed the board on his concerns in the recent magnet testing. He said his child tested into their second choice school, but they were disappointed with the accuracy of the test and how it was administered. He said he believes rather than a test, it was actually a screening, and he believes it needs to be redone. Mr. Brainis stated he believes the test this year was better than the previous test, because it is known that the tests were prejudicial in that people believe it was not what you knew, but who you knew. He said when they received the test results, they had his five year old tested by a clinical psychologist which took 4½ hours and the results blew away what was done at Caddo's screening. He said he believes the way Caddo does the test is too subjective, and the environment needs to be changed to where the child can focus. He said he believes Caddo is on the right track in changing the test, but more needs to be done relative to the environment in which the children are tested.

Louise Sistrunk, parent, addressed the board on the magnet school testing. Mrs. Sistrunk explained she has three children and when the oldest was ready for school, she and her husband began teaching and preparing him to test for kindergarten. She said they attended the open houses, visited the schools and counselors, and all told them their aim is to keep siblings together whether in a magnet school or not. Mrs. Sistrunk addressed the different experience her second son had in testing than did her oldest son, i.e. environment, noise, toys in the room, friends in the room, which are all distractions to a four-year old being tested. She said she wasn't aware her son would have to speak, since the oldest son did not, and since he has an articulation disorder, she is skeptical he was understood completely through the test. Mrs. Sistrunk stated the results of this test have split up families (siblings in school), and she also noted that the threshold was lower and was different for each magnet school. Mrs. Sistrunk asked the board to closely examine the entrance requirements of all the magnet schools, the test, the administration of the test, and the results, and asked that counselors, principals and teachers at the schools be involved.

Marcy Harris, parent, addressed the board on magnet school testing and her family's history to relocate to Shreveport from Penn State. She said prior to making the move, one of their main concerns was the school system, so they carefully researched Bossier and Shreveport and liking

the magnet school system, chose Shreveport. She stated her two oldest sons tested into Eden Gardens and this Spring, the youngest son tested and while his score was above average, it was not high enough for him to attend Eden Gardens. She noted how his separation will cause them numerous problems and if they had known this would happen, they would have made a different decision in their move. Mrs. Harris also explained that one of her husband's jobs is to take potential faculty members to dinner and one of the main questions they are asked is about the local school system and they have been able to tell them about the magnet program in Caddo; however, they feel they will now have to warn them that just because one child gets in, it may not be the case for the siblings.

Mary Richter, parent, stated she also has a child at Eden Gardens and a sibling who tested this Spring for kindergarten. She said he could have tested last year, but because he has a later birthday, they were told that bridging him would be the best for him. Mrs. Richter stated she regrets that decision, because she believes had he tested last year, there would not have been a problem getting him into Eden Gardens and attending school with his sibling and keeping them together. She said one of her main concerns in this year's testing is not just that the test changed, but they did not know it changed; and since her child has a sensory disorder, the distractions in open air testing were not good. She said she did not know if this test was meant to discriminate against children with fine motor skills, as an inclusion teacher at St. Paul's Day School worked with him for two years so he can hold a pencil correctly. Mrs. Richter stated she believes he was discriminated against in the manner in which he was tested and had she known, she would have gone to the counselor to request special considerations in his testing, i.e. one-on-one, with no distractions. She said she feels betrayed as a parent that she was not informed of the testing change.

PERSONNEL RECOMMENDATION(S)

Mr. Burton moved, seconded by Mrs. Armstrong, to accept the personnel recommendations of the staff and the superintendent. Vote on the motion carried unanimously. Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following appointment approved by the CPSB: (1) Lindsey Bruno, Head Football Coach – Northwood. This appointment will receive the appropriate salary as reflected by the Caddo Parish School Board salary schedule applicable to the position to which he was appointed. Administrators, family and other guests present also were recognized.

SCHUMPERT SCHOOL-BASED HEALTH CLINIC AT WOODLAWN

Ms. Phelps moved, seconded by Mrs. Bell, to approve the Schumpert School-Based Health Clinic at Woodlawn. Ms. Phelps thanked Schumpert for this opportunity and for the community services in District 6. She also expressed her appreciation of Mr. Mims' efforts to get the school-based health clinics in our schools. Mrs. Bell said she would also like to see school-based health clinics at Walnut Hill, Huntington and Turner. *Vote on the motion carried unanimously.*

MAGNET RETESTING AND PLACEMENT

Mrs. Crawley moved, seconded by Mrs. Armstrong, to retest all children who did not receive magnet placement in kindergarten by using the 2006-2007 test. In addition, staff is to accommodate all students meeting the criteria for magnet placement.

Mrs. Crawley explained she made this an agenda item to allow discussion in open session so parents can provide input, they can hear board discussion, and all 12 board members receive the same information. She said she received numerous calls on this issue and felt the need for time to separate the facts from fiction. Mrs. Crawley asked the board president if she may turn the meeting over to the superintendent and staff so they can make a presentation before asking her questions? The superintendent explained the information brought by staff, the policy and the administrative guidelines of what occurred, training on the new test, why it was necessary to change to a new test, results of the test, and Attorney Lafargue is also present to address the board's questions.

Mr. Burton called for a Point of Order in that this is not a scheduled presentation and should be done in a different setting. He said he only learned of this issue on Monday and we have a policy for testing children. Mr. Guin asked Mr. Abrams if it is in order to allow the

superintendent to go over what has transpired relative to testing? Mr. Abrams stated there is a motion on the floor concerning retesting students and it would be in order, if the board president so desires, to allow the superintendent to go into all the information regarding the testing so it will help board members determine whether or not they want to support or oppose the motion on the floor. Mr. Abrams further explained if board members disagree with the Board President's decision, they can challenge the chair. With this explanation, Mr. Guin overruled the Point of Order and allowed the superintendent to proceed.

Mrs. Tyler stated that staff worked diligently several weeks preparing the information and sent approximately five communications to the board regarding magnet testing since revising the policy for the magnet programs. She explained that early childhood specialists were called in to look at various screening instruments for the new test as it was common knowledge the old test was somewhat invalid in that it had been out there a long time; and we wanted to make sure the new test is valid and fair for all children. Mrs. Tyler explained staff verified with the State Department of Education which gave the district the go-ahead to get another test and put it under the same testing program in place for state assessments. She asked Mrs. Woodard to share with the board the guidelines, training, and administration of the test, and asked Mrs. Lafargue to share comments about the legal aspect of the test.

Rosemary Woodard, testing/evaluation specialist, shared data requested of staff and that we had 750 applicants for magnet testing with only 440 slots in the kindergarten program. Mrs. Woodard began her research of early childhood assessments early in the school year. She explained her background in early childhood education and that she has a Masters Degree and taught in an early childhood classroom for approximately 11 years. She said she heard anecdotal information that in previous years many of the children had melt downs going into testing with adults, so they attempted to make the testing atmosphere, the auditorium where students have been tested in the past, more kid friendly, i.e. toys, stations, three testing administrators. She explained that in the testing, if a child is not responding on the subtest with one person, another adult would work with the child to make certain there were no inequities or disparities. She said this particular testing instrument has five subtests and it is a screening instrument, which most early childhood instruments are designed for screening without doing a full battery of tests. Mrs. Woodard explained that the training for the test administrators came shortly before they actually administered the test, but the process of selecting the testing administrators began possibly in September or October and included guidance counselors, retired teachers, people in the school system, as well as the magnet counselors, and unless they had a child testing, they agreed to assist in the testing. The training began two days prior to the actual administration of the test so there would not be an opportunity to talk about the test, with an entire day being dedicated to the training and a second day of training for those who felt uncomfortable with it. Mrs. Woodard explained the testing window was long, approximately one month, and explained the details of the application process, and that the application included a statement in bold regarding any specific accommodations that the student may require. She stated the instrument was selected insuring there was no bias, since there are some instruments that are up to two full standard deviations biased against one group or another. She also noted someone besides herself reviewed the instruments and it was a rigorous assessment.

Mrs. Crawley asked if the five subtests were (1) General Information, (2) Reading, (3) Mathematics, (4) Writing, and (5) Spoken Language? Mrs. Woodard answered that is correct. Mrs. Crawley noted pulling this information from one of approximately 100 web sites and that one can also purchase the test from approximately 100 web sites. Mrs. Woodard stated this is the case with any testing instrument. Mrs. Crawley asked about the brief overview given on the test and if this is not something that could have been or can be shared with the parents at the Open Houses? Mrs. Woodard responded that with any initiative, and meetings are already scheduled, staff looks at the data to reevaluate the testing and this assessment was not available until December. She further stated that the magnet schools were told the test was being changed, but didn't know what assessment would be used until all the validation studies were completed, which takes time. Mrs. Woodard reported she polled the principals, and provided in the mailout information, basically what was told to parents during Open Houses, and while she was not present in the meetings this year with parents, she will be in the future. Mrs. Crawley asked that we consider sharing with parents what is available via the Internet, so we are not discriminating against parents who may not have access to the Internet. Mrs. Crawley asked about the publisher's statement in the Preface of the test that it is not designed to be used as the sole criteria for assessing a student and that testing results should not be used as a single determining

factor in directing where a child is placed in school. Mrs. Woodard said that is true with every assessment instrument on the market. Mrs. Crawley said it further states the test is to be used only in combination with other measures of a child's ability, otherwise it's results, if taken alone, will be highly unreliable, especially at the youngest age level of kindergarten and pre-kindergarten. Mrs. Crawley asked if this is the recommendation of the people who designed the test, what other factor did we take into consideration? Mrs. Woodard responded that all the early childhood instruments have that same disclaimer, because when testing young children, it is a problem because it's how they performed on that day and on that particular instrument, and under the board's guidelines and parameters for magnet schools, testing is the only mechanism staff is allowed to use. Mrs. Tyler explained that is what has always been done in Caddo Parish; the test has always been used for admission. Mrs. Woodard said the Peabody and Iowa Test of Basic Skills also have the same disclaimer. Mrs. Crawley said perhaps we should use the best system for determining entrance in a magnet school, and it may not be finding the best test, and it may need to be a little more complicated than just how that particular four-year old felt at that exact moment. Mrs. Woodard stated this is part of the review process and staff has had some good conversations with parents which is a part of the evaluation and recommendation process. Mrs. Crawley asked that we evaluate what we have done. Mr. Guin stated that the board passed the current testing policy and Mrs. Lafargue, when presented to the board, explained that the policy demands that the board revisit the policy every two years based on the very things Mrs. Woodard pointed out, and further the evaluation is scheduled for September 2007. Mrs. Crawley asked if we must wait two years before needed corrections are made? Mr. Guin responded his intent is not to say one way or the other, but to remind board members that the policy requires the board, no later than September '07, to review and make needed changes in the policy. Mrs. Woodard announced a meeting is scheduled in May to evaluate what has been done in the past; however final acceptance letters will not be complete until August, so the impact of the whole testing program will not be evaluated until that time.

Julie Lafargue, attorney, shared with the board her involvement, at the board's and superintendent's request, with the revisions to the elementary and middle magnet testing policy following the lawsuit which resulted in these revisions. She said she was involved in the process to select the new test, doing her own independent research on available tests, to make certain there were no biases in the testing instruments toward any types of children, i.e. gender, race, nationality, etc., and her research on the Peabody indicated that test was very out of date with some biases and she didn't believe this test should be used any more. Mrs. Lafargue said there was also a lot of input from the committee, including parents, elementary counselors, staff, etc., and it was known that the Peabody test was in the public, with many pre-schools, parents and others having the test and using it to prepare children to take Caddo's admissions test into the magnet schools, which is not a fair process and knowing that, the district is not giving due process and equal protection to all children who apply to magnet schools. She said that is why it was her legal advice to get a new test that is fair and equitable to all children, as well as secure in the method of administering and grading the tests in high stakes testing. Mrs. Lafargue explained that until the testers' training, only three people in the school system knew the name of the test and that was Mrs. Tyler, Mrs. Woodard and herself. She said the test name did not get into the public until the children took the test and the test is on the Internet, but in order to buy the test, one would have to be a teacher with an invoice from a school system and documentation with the authority to purchase the test, a licensed psychologist or a physician; and she tried to buy the test to see if a parent could purchase the test, and she could not get the test. She further stated it doesn't mean a licensed psychologist or physician could not get the test, as they have a right to use those instruments in their practice, and we can not guard against those possibilities. Mrs. Lafargue also stated she attended the meeting with all testers and counselors where it was made clear to them to keep the test in a secure environment and the importance of the test to the children. She said it was expressed to them that if any child experienced any difficulties, physical or otherwise, in taking the test, to stop the test and tell the parent staff will make accommodations for the child to be tested at another time, which is standard procedure for testing young children. She also stated the application for the elementary magnet testing, including kindergarten, included in bold letters, that if a parent needed to request any accommodations for any disability, to state the disability and accommodation being requested, or if a child had an IEP, staff would contact the parent to provide needed accommodations. She said it wasn't limited to an IEP or a 504 accommodation as they realized many four-year olds would not have them if they had not already been in the district. Mrs. Lafargue also told the testers if children showed up with a cast on their leg, arm, etc. to tell the Mother the test might need to be rescheduled, trying to be extremely sensitive to the needs of the children taking the

test, both on the application and when the children were presented for testing. She said she asked the staff to do this so we did not miss any child with a special need of any kind. Mrs. Lafargue said she believes the test was as fair as we could make it and the accommodations were given to all who asked, and while it was not a perfect administration, there never will be. She indicated she understands those families that were split up, because she too experienced this with her children and she is very sorry this happened. She said she believes the test was fair and we need to learn from the process and take the good and constructive complaints and make revisions to our process and continue to try and grow a good magnet system.

Mrs. Crawley asked to see a copy of the application which references the notation for special accommodations as she didn't understand the way it was worded. Mrs. Crawley asked if a few weeks into testing was there an issue that the tests were very flat and the scores very low and from that point on the scores went up? Mrs. Lafargue said it wasn't and that she looked at the distribution of scores from the first day to the last and the distribution was almost identical, so those who tested the first day were not at a disadvantage to those who tested the last day as the scores from the kindergartners testing on the first day were charted along with those who tested the last day and the score, on the Bell curve, were almost identical, equal numbers of high scores and equal number of low scores, and the same was true of siblings. Mrs. Lafargue also said this data, without the names, can be provided. Mrs. Crawley asked if Mrs. Lafargue could explain why 91% of siblings got in last year and 63% of the siblings got in this year? Mrs. Lafargue stated her personal opinion based on the data and information she has, a large number of siblings attend a number of the same pre-schools and it is believed that the pre-schools had the old test. Mrs. Crawley said that is not true because her grandchild was last year at a pre-school.

Mr. Ramsey called for a Point of Order and that these points do not need to be argued.

Mrs. Lafargue added that anytime there is an old test, it is less valid than a newer test, and it is not statistically accurate to compare an older test with a newer test. Mrs. Crawley stated she understands changing a test, but noted again that almost six times as many siblings did not get in with the new test, and because of the way the policy is written, it was intended that siblings get placed first. She said it seems that the 70 was not low enough to get a percentage of siblings in. Mr. Guin stated according to the policy of the board, this is a debate based upon the 12 board members who are going to vote, and we are not here to answer questions of the public during the presentation. Mrs. Crawley asked Mrs. Lafargue if 70 allowed us to reach the desired number of siblings in our magnet schools? Mrs. Lafargue stated she cannot answer whether or not there is a desired number of siblings or anything about a percentage score as that is an educational based decision. Mrs. Crawley read the statement from the application regarding special accommodations and noted that staff might look at changing the wording order in the future.

Ms. Phelps asked Mrs. Lafargue, for clarity, and if we typically tell the parents at the Open Houses what to expect on the test or is it our policy to share that information with them? Mrs. Lafargue responded that she did not attend any school's Open House. Mrs. Tyler said it is not policy or procedure, but she knows that schools are not to share what is on the test; and they did not know what was on this test. Ms. Phelps indicated the board heard from several parents that they did not know their child would have to speak and as a parent who might be taking her child for magnet testing would not expect anyone to tell her what is on the test. She said she is concerned about those letters and calls she received indicating they did not know they had to speak. Mrs. Gunn stated she was not in any of the parent meetings; however, when information is provided to any parent or parent groups, it is on the process of testing, not testing information, as this would violate testing procedure. Ms. Phelps asked if we tell parents whether or not the children will have to speak? Mrs. Gunn said we should not do that. Ms. Phelps asked that this be looked at in the future. Ms. Phelps also agreed that the time window was very long and asked that this be looked at in the future. Regarding accommodations, Ms. Phelps asked if staff believes anyone was missed who needed accommodations? Mrs. Lafargue stated she has now heard of three persons who said they did not receive accommodations. Ms. Phelps restated what the statement on the application said and that if anyone did not understand a disability, they were to call. Mrs. Lafargue responded that is correct. Ms. Phelps said she is very confident that the information was there if anyone had a concern, they had an opportunity to get clarity on that question. Ms. Phelps also thanked Mrs. Lafargue for explaining what is meant by the test being out there and it doesn't take a rocket scientist to know that there will be a difference on the scores from one new test to others that have been out for a number of years. Lastly, Ms. Phelps asked the board to consider the emphasis on siblings being together and she doesn't believe that

is our goal, because they also have to pass the test. Mrs. Lafargue responded that is correct and there is a floor all students must not fall below in order to go to a magnet school and that is a certain score based upon an educational decision made by the administrative staff that children in magnet schools should make a certain score in order to be in that school and to do well in that school, whether they are a sibling or not. Ms. Phelps stated everyone is different, and the score is the main thing that matters, and as a board she believes we are saying the academics comes first and not that we are trying to split families. She said we want to keep the policy as fair as possible, and as it relates to siblings, we have taken that into consideration, but the board is not liable for splitting families if the score is not made.

Mr. Rachal stated it is very important that everyone understands that this discussion is very important to clear up any misperceptions. He said he understands it has become very obvious that a lot of parents had the old test and asked Mrs. Woodard about her statement that we maybe don't have the best practices and what practice should we be using that we are currently not using? Mrs. Woodard said it is very difficult to make decisions on one assessment at any time, and staff is evaluating the entire process. Mr. Rachal asked if there should be more weight on siblings being able to attend schools with their other siblings? Mrs. Woodard said it doesn't matter what she believes. Mr. Rachal restated his question and asked Mrs. Woodard if, in her professional opinion in early childhood education, there is a negative or positive impact with siblings going to school together. Mrs. Woodard responded that she really can't respond to that particular question as she has not researched it. Mr. Guin asked the board members to keep the debate and discussion on the motion and not just general. Mr. Rachal said if the score is the most important thing we are looking at, then possibly the policy should be based on score alone.

Mrs. Armstrong stated that she is concerned and appalled at some of the comments she heard regarding the testing environment and asked Mrs. Woodard if she believes the testing environment was fair and equitable for all the students. Mrs. Woodard responded she did, and staff did not field any complaints from parents about the testing environment during the test administration, but only after the letters were mailed. She said she was at every testing circumstance every day and asked every test administrator everyday if it was working and were they having any problems keeping the children focused, etc.? She shared that she has tested children many times in a group setting and it is more comfortable for the children than it is for the adults. Mrs. Woodard explained that the children performed and she asked every administration every day to validate this information. Mrs. Armstrong asked if we should have done a better job of explaining to the parents the scope of skills required for the test? Mrs. Woodard explained that the Open Houses, according to the principals, was more to showcase their schools and what they have to offer. Mrs. Armstrong asked about a comment Ms. Phelps made about a base score and if the base score should be adjusted, depending on the testing instrument used? Mrs. Woodard responded that staff new with a new instrument the normal curve would show up on a new assessment instrument, because when everyone has the test, the normal curve is in the 80s and 90s. Under a regular test administration where everyone is taking the same assessment, the curve runs from 99% to 1%. The mean did drop on the new assessment, but that was expected.

Mr. Guin asked the superintendent if there are plans to change/rotate the test on an annual basis, and the test used this year is not planned to be the instrument used next year? Mrs. Tyler answered that is correct. Mr. Guin asked the maker of the motion if 06-07 test is the old instrument and not the new one? Mrs. Crawley responded she was referring to the old test. Mr. Guin asked if Mrs. Crawley is asking that we retest utilizing last year's test? Mrs. Crawley asked that board members not vote against the motion because she put this in the motion, but that is what she is asking. Mr. Guin asked Mr. Abrams about the legality of using the old instrument if this motion passes? Mr. Abrams responded there were numerous people addressing the board on this test and the fact that it was widely prevalent and in the community is why administration moved to change it. He further explained the board's involvement in litigation for over 30 years that ultimately ended with a lawsuit concerning separate testing guidelines and using certain lists that were racially divided based on test scores and the CPSB found it could not use separate lists in tests. He said the test used prior to this year's test was one that clearly had problems either because of the bias associated with the test or that there were so many people that had the test and were able to prep for the test. He said much of the misconception is everyone believed they should know what was on the test because they had known it in the past. He further explained the legal part is the fact that we have tested students with a new test that we believe is valid and there are so many students that did not get in based on the new test and if you go back now and

allow them to use a test which we believe is invalid, he can't even imagine the problems or how bad it will be if that happens. It is his opinion that the old instrument should not be used any more.

Mr. Burton moved, seconded by Mrs. May, to call for the question. Vote on the motion carried with Board members Hardy and Crawley opposed and Board members Guin, Burton, May, Phelps, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

Vote on the main motion failed with Board members Hardy, Burton, May, Phelps, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell opposed and Board members Guin and Crawley supporting the motion.

Adjournment. *Mr. Burton moved, seconded by Mrs. May, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:05 p.m.*

Ollie S. Tyler, Secretary

Phillip R. Guin, President

May 1, 2007

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m. on Tuesday, May 1, 2007 with President Phillip Guin presiding and Willie Burton and Bonita Crawford present being a quorum. Other school board members present were Eursla Hardy, Charlotte Crawley, Lola May (arrived at approximately 4:47 p.m.), Tammy Phelps (arrived at approximately 4:44 p.m.), Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Ollie S. Tyler, Legal Counsel Reginald Abrams, staff and other visitors. Board Member Priest led in the prayer and the Pledge of Allegiance.

PRESENTATIONS

2007-2014 Master Technology Plan. Assistant Superintendent Rodney Watson stated that approval of the Master Technology Plan will be requested at the CPSB meeting on May 15, 2007 and it is necessary as the state will approve the plan in June for implementation on July 1. He added approval is critical so we may continue our e-rates which is more than \$1 million in revenue for the technology plan. Joe Brown, director of information technology, highlighted the strengths and weaknesses, the benchmarks for the next seven years and the strategy to be implemented the first year. Mr. Brown explained this plan is modeled after the Louisiana Master Technology Plan and is aligned with state standards and benchmarks. He said this document will be updated each year through the development of progress on the defined goals; and this plan is necessary not only to chart a course of direction for technology in Caddo Parish, but also to qualify Caddo Parish for Federal, State and Corporate grants that further the Caddo Public Schools mission. Mr. Brown explained that the action steps defined by the state and modeled in the Caddo plan are (1) leadership, (2) teacher training, (3) electronic learning, and (4) improved access and usage of technology. He said the leadership must support and use technology, and the teachers must be technology proficient and able to incorporate the use of technology in the curriculum and highlighted the newest strategy for delivering content to the classroom - Distance Learning and Video Conferencing. Mr. Brown said that technology is constantly evolving the challenge to provide Caddo's teachers and students with the technical tools and skills required in the work place. The strengths in the system indicate that Caddo has made technology a priority and Caddo is fortunate to have a school board, a superintendent, and a community that has demonstrated their support for technology by funding numerous technology initiatives. Mr. Brown explained that Caddo's participation in the Federal E-rate Program has allowed us to purchase and install a new computer lab in each high school in support of end-of-course testing and programs such as Louisiana Virtual School, that cost in excess of \$600,000. Mr. Brown also added that Title I, Vocational Ed, and Special Ed all provide dollars to meet the technology demands in Caddo's schools. Mr. Brown also identified opportunities for improvement and explained they often come to Caddo as unfunded. Mr. Brown stated teachers and students are in constant need of technical training to improve their proficiency utilizing computers. The Professional Development Center and the Teacher Technology Center are committed to providing the needed services to the teachers and in turn, deliver the technical training to the students. He added technicians are needed to support and maintain the volume of equipment in the schools and the superintendent has submitted a budget that contains additional technical support .

He also stated adequate bandwidth is necessary to support E-Learning, internet access and other network services. He explained Caddo's 10-year property millage for technology combined with E-Rate funding will provide support for this service for a time, but the demand will only grow and other resources and better solutions will be necessary to meet the demand. Recurring funding sources must be identified to allow for upgrades in classroom computers and to provide the technical support to maintain the equipment.

Mr. Brown further highlighted the components within each action step – (1) what we are currently doing? (2) the benchmarks – where do we want to go?, and (3) Caddo benchmarks identified in the State Plan, and further explained that the strategies defined in the plan will describe how we will get there. He also explained that in strengthening the leadership, the Professional Development Center and the Teacher Technology Center are significant investments in the right direction with many of the state suggested strategies already being implemented in Caddo. He said the challenges directly related to this item are directly tied to the budget the board approves for technology. To improve teacher training, Caddo has already

implemented many of the strategies identified in the state plan, but we are challenged with providing more school-based technical support, and the ability to troubleshoot minor problems by incorporating technology into the curriculum.

Mr. Brown also stated support of E-Learning and Virtual School is important as Caddo is leading the field in its commitment to web-based instruction and Distance Learning that brings the world to the classroom and highlighted how NASA, two weeks ago, at Broadmoor Middle School was able to talk with the students on the International Space Station and students were able to take a visual tour of the space station. Mr. Brown explained Caddo this year partnered with Grambling State University, University of Louisiana Monroe, and Louisiana Tech to provide collaboration and college level undergraduate and graduate studies for Caddo's teachers without the travel and these partnerships are expected to grow each year. In 2007-2008, teachers will be provided websites which will provide information regarding school, classroom activities, curriculum, homework, and educational resources for students and parents.

In Step Four, Encourage Improved Access and Technology Usage, Mr. Brown stated Caddo is already working in areas the state has defined as crucial for educational growth and challenges under this item are on-going as demand for bandwidth will continue to increase as more technology is deployed into the schools. Community support has been enjoyed through the bond elections and tax millages that support technology; however, the challenge is to become more self-sufficient and provide the technology support to maintain the technology we provide to the schools.

Mr. Ramsey asked why LSUS was not listed in the list of universities? Mr. Brown explained he met with LSUS and their equipment is not compatible with Caddo's which creates difficulty in partnering with them for content. Mr. Ramsey asked about the type curriculum we are getting from the other universities? Mr. Brown responded this year Caddo had teachers participating in graduate and undergraduate programs and they met at Northwood every Monday night to log into the doctoral program at the University of Louisiana at Monroe. He said content was also delivered from Louisiana Tech, and Grambling, through their adoption of Mooretown which delivered content to the children at Mooretown and collaborated with teachers on educational endeavors. He said they have also dialogued with Bossier Parish Community College and they also are very interested in delivering curriculum, as well as Northwestern State University.

Mrs. Armstrong referenced page 16 of the plan and asked about the phone system supporting teachers' voice mail and if this is each individual school's phone system or is it the cell phones? Mr. Brown explained these are the wireless telephones purchased with the technology bond money made available in April 2004. Mrs. Armstrong indicated she continues to receive complaints with the cell phones and asked if it is possible for these to be traded in for something that works? Mr. Brown responded they can't, and that the cell phones work fine, and added he has not received any phone calls about this problem. He indicated if schools would call and ask for staff to come out and work with them on any problems, they are more than happy to do so, but they have not received any calls. He further explained he received calls in February when schools were dismissed for ½ day because of the ice as to how valuable they were. He added that many of Caddo's buildings are old and they have issues with the wireless service as is true with any cell phone. Mrs. Armstrong restated as she continues to get complaints, she will forward them to his department.

Mrs. Armstrong asked how many students are being served through Distance Learning? Mr. Brown responded there are approximately 200 students utilizing the web based services provided through Louisiana Virtual Schools and there are also students on four campuses (C.E. Byrd, Caddo Career Center, Northwood, and North Caddo) participating in those programs. Mrs. Armstrong asked if there is a possibility that this can be expanded with available funding and fully staffed with personnel dedicated to each particular situation and are itinerant personnel. Mr. Brown explained it is very doable, but it is not within the scope of his budget, but would need to come through the budget process for staffing through the Superintendent's Office.

Mrs. Armstrong asked about the email referenced on pages 8 and 10 and where it is established as the official source of communication and what happens when the servers go down? Mr. Brown explained in such a case, they work to get it fixed as quickly as possible and reminded Mrs. Armstrong that equipment is going to fail and human error is going to occur. He added we are in the process of developing an archival system for the email system and backup is available

on the email system. Mrs. Armstrong asked if we have someone on call to fix or bring these computers back on line? Mr. Brown explained that our network management staff monitors the network practically 24/7, as well as an outside service that provides network support in the event our network goes down and we don't recognize it, they do. Mrs. Armstrong asked about incidents where inappropriate images are coming up on our computers and if there is any way we can filter those further so inappropriate information does not appear before our students? Mr. Brown responded that we do have protection in place and do provide filtering services as required by the Child Information Protection Act; however, sometimes students find ways to bypass our filtering services and firewalls faster than we can put them in place. Mrs. Armstrong further explained a particular situation in her district whereby a student was using the computer and the images just appeared on the computer. She asked is it possible that our filtering system needs to be updated or do we need to see what else might be out there to better filter? Mr. Brown further stated that we do not want anything inappropriate coming through Caddo's network and he will communicate more effectively with the principals so they advise him when these type of situations occur, as this is the first he has heard about this particular situation.

Mrs. Bell asked about Distance Learning and Video Conferencing and if we are implementing these? Mr. Brown stated it is in every school. Mrs. Bell asked if it is possible when meetings are called for all high schools, is it possible to conduct this meeting via video conferencing so that they do not have to leave the campus? Mr. Brown explained the capability is in place. She asked how many schools are using or are schools using Video Conferencing to support the Dual Enrollment? Mr. Brown stated we have 591 students enrolled in Dual Enrollment and he doesn't believe any of them are utilizing the services of the Video Conferencing equipment at this time, but it is possible for the universities to provide content to the students in the schools without them having to leave the campus. He indicated he realizes there are bell schedules, and if it is compatible to the school where the student is located, and there are a lot of issues that must be worked through.

Mr. Guin asked about some of the schools reporting problems relative to the cell phones and if they are having connection problems because they are further away from a building, can't we put repeaters or boosts within the school? Mr. Brown said if that is the case, they can address it. Mr. Guin also asked the superintendent if there is a reason why a teacher would be discouraged from contacting Mr. Brown to report any problems? Mrs. Tyler said she is not aware of this, but principals will be reminded that teachers need to contact us when there is a need or a problem. Mr. Guin stated there was a lot of money spent to put this in place and it is up to us to make it work; however, if problems are not reported to those who are responsible for maintaining, there is not way to correct it. Mr. Brown indicated he will address this issue.

Mrs. Bell stated the cell phones are a problem and the problems may be because of the age of the buildings, but most of the complaints were the phones not working outside the building; and she agrees this needs to be looked into.

EXECUTIVE COMMITTEE – ESTABLISH THE AGENDA FOR THE MAY 15, 2007 CPSB MEETING

Mr. Guin announced the board meeting on May 15, 2007 will begin at 4:00 p.m. rather than 4:30 p.m. for the purpose of a 30-minute training session on how to utilize the new equipment in the board room. Board members were also asked to schedule one-on-one sessions with Mr. Brown for further training between May 15, 2007 and the June 5, 2007 work session. Mr. Guin highlighted the proposed agenda items for the May 15, 2007 Caddo Parish School Board meeting and the following discussion ensued.

High School Redesign 9th Grade Initiative Grant Application. Mrs. Crawley noted information at board members' stations on this item and asked if the board will be asked to vote on this on May 15th or is it just for discussion? Mr. Guin explained it is his understanding the board will vote to allow the staff to apply for the grant. Mrs. Crawley asked if staff could explain what it is they are applying for? Mrs. Tyler explained that a memo was sent in the mailout explaining staff would have the information today since schools were not finished; however, it is an application for grant money the state has allocated to help implement a new program under the High School Redesign Program. Mr. Thomas stated that is correct and it is part of the Governor's Initiative to redesign high schools with a major component being the redesign of the 9th grade. He explained the Governor will select 40-50 high schools across the

state to participate and be awarded the grant. Mrs. Crawley asked if staff is asking to add to the curriculum the two courses previously discussed? Mr. Thomas responded it is not. Mrs. Tyler further explained that when the information was presented last month on high school redesign, the state department notified us that we could apply for grant funding and we were not able to provide that information before today.

Mrs. Bell asked Mrs. Tyler about the deadline for the grant and the need for the board to immediately move forward. Mrs. Tyler explained the applications have been submitted; however if the board does not approve for the district to receive the money, we will not accept it.

Mr. Rachal asked how the dollar amount is determined for each school? Mr. Thomas responded if the school is awarded the grant, there is a base amount of \$25,000 and the school will get \$100 per 9th grade student based on the October 2006 count. Mr. Rachal asked about the difference in the numbers for each school? Mr. Thomas explained it will vary based on the student population. Mr. Rachal asked why Captain Shreve would only receive \$22,000? Mr. Thomas said the schools with a magnet component cannot count the 9th grade student population in the magnet component. Mr. Rachal asked about the \$22,000 being less than the base of \$25,000? Mr. Thomas explained if there is another program in place, this is supplementary money to add to an existing program for 9th graders.

Ms. Phelps asked about the deadline? Mrs. Tyler responded it is today. Ms. Phelps asked when we knew about the deadline? Mr. Thomas said the Alliance for Education assisted by bringing in a national expert approximately one month ago to assist schools in applying for these available funds. Ms. Phelps asked if it is correct that we have known about this for some time? Mr. Thomas said it was first announced at the high school summit around the first of March and work began on the grant following that announcement. Mrs. Tyler added that the schools had to develop the programs and research-based strategies they would use to implement this program.

SUPERINTENDENT'S REPORT

Report on Possibility of Replacing Seats at Werner Park's Auditorium. Mrs. May inquired as to the status of this request? The superintendent responded that a response was sent in the *Weekly Briefing*. Steve White reported this project is scheduled for completion during the summer. Mrs. Tyler also stated this report was given at the last meeting.

Report on Possibility of Program for Gifted Students at Keithville. Rodney Watson reported that the committee met on this request and research is being conducted on the numbers of a gifted program at Keithville, along with a strategy to look at the number of children currently in the Discoveries Program. He said one of the supervisors is scheduled to meet with the principal on Wednesday and a report will be available by the next board meeting.

ANNOUNCEMENTS AND REQUESTS

Mrs. Bell announced the Huntington High School students received \$1,319,455 in scholarships, over 100 of the 215 graduates are receiving scholarships and 67 will receive TOPS. Mrs. Bell also stated Huntington has a National Achievement Scholarship recipient and a National Merit student.

Mrs. Crawford asked that the superintendent present an update on the Comprehensive Enhancement Committee's work and their recommendations to date so the board can begin a thought process in this area. Mrs. Tyler reported she has asked Dr. Robinson to set another meeting with this committee to review what they are recommending and to make certain there is no breakdown in communication. Mrs. Crawford stated there have been several articles in the paper on what they are recommending and she would like to get an update. Mrs. Tyler stated that sometimes everything you read is not the intent of the committee and she only wants to make sure the information brought to the board from the committee is the committee's intent. Dr. Robinson stated the notes from the last meeting were just placed on her desk and the date for the next meeting has not been set. She said she is working on a draft proposal to be presented to the board after staff meets again with the committee to make certain what staff has on paper is correct. Mr. Guin asked if that meeting could be called within the next two weeks so information can come to the board the first meeting in June?. Mrs. Crawford asked that her

request be on the agenda as a separate item at the work session so questions can be asked. Mrs. Crawford and Mrs. Crawley brought to staff's attention that their representatives on this committee only received their meeting notice two days in advance. Dr. Robinson explained that staff mails the notices one week in advance of the meeting. Mr. Rachal also suggested that an item be added under the Superintendent's Report on what the board can expect and asked that the board members receive a copy of the Rough Draft of the committee's report. Mrs. Tyler explained the procedures when this committee meets and that minutes of the meetings are mailed to the board via the *Weekly Briefing*. She announced that the minutes of the last meeting, which will include some of the recommendations, will be mailed Friday to the board.

Mrs. Crawley requested that information sent to the committee be sent 10 days ahead of a meeting.

Mrs. Hardy shared with the board the recent successful Theater of Performing Arts "Yazzy Program". She said the students, from various Caddo schools, were outstanding and it is unfortunate more people were not in the audience to experience these students' expertise in playing these instruments.

Mrs. Armstrong requested that, regarding the Gateway Student Testing, the superintendent provide her with information as follows: (1) is the same test given to every student at every school for the same grade parishwide? (2) is every student placed in a comfortable testing environment?, (3) are we encouraging Gateway Programs in neighborhood schools to be developed parishwide or just certain schools? Mrs. Armstrong asked that this request be placed under Superintendent's Report on the agenda.

Mrs. Bell commented on the Comprehensive Committee and the quote in the paper that this committee voted on these recommendations. The superintendent explained that when the committee wishes to recommend something to the board, the committee takes a vote among themselves to make sure it's what the majority of the committee members want to recommend to the board.

Ms. Phelps added the following two items to the agenda for May 15th: (1) the High School Performing Arts Program and (2) Dual Enrollment Policy. Ms. Phelps reminded board members of student groups that perform at the National School Board's Conference and that these students must audition to be able to appear at the National School Board meeting. Regarding the Dual Enrollment Policy, Ms. Phelps stated that last year the board adopted a policy to offer Dual Enrollment in all the high schools, and she desires that these numbers should be higher. When looking at the high school curriculum relative to state mandate courses, Ms. Phelps stated there are a lot of subjects - math, science, English, and other electives in the magnet program - where students have the opportunity to take the class if made available at their school. She said it is unfortunate there are seniors who knew nothing about the opportunity. Ms. Phelps indicated she is looking for the opportunity for any of the curriculum classes needed for graduation to be offered through Dual Enrollment. She again asked that fliers, brochures be made available to better help promote the program when students are sophomores.

CONFIRM THE AGENDA AND CONSENT AGENDA

Mr. Guin added as No. 1 on the agenda "Training with New Board Room Equipment", and upon renumbering agenda items, classified items 11-13 and 15-17 as the consent agenda.

POLL AUDIENCE

Cedric Choyce, President of the Caddo Association of Educators, addressed the board on the proposed 2007-08 budget and shared with board members that there are over 2000 names on petitions asking the school board to make Caddo No. 1 again by working toward providing teachers and support employees with competitive salaries to attract and retain highly qualified school employees. Mr. Choyce presented board members a copy of the 2006-07 State Department of Education Salary Rankings as of December, as well as schedules of neighboring parishes, to illustrate how far Caddo must go in order to compete. He stated that Caddo ranks 21st in beginning teacher pay, while Webster Parish ranks No. 3 paying \$3,180 more than Caddo; DeSoto ranks No. 6 and pays \$1,835 more; and Bossier ranks No. 9 and pays \$1,329 more. Mr. Choyce noted a quote of Superintendent Tyler in the Sunday paper that in order to attract

teachers nation-wide, we will need to offer incentives over and above higher salaries. The CAE encouraged the board to also work on higher salaries. Mr. Choyce stated the good news is in looking at the rankings for advanced degrees and longevity, Caddo ranks above some of its neighbors. He said the 5% given in the fall has gone a long way to move Caddo nearer to its neighboring competitors in the advanced degrees and longevity categories. He stated that in the 25-year category, Caddo ranks No. 8 in B.A. Degree, No. 6 in the M.A. Degree, No. 5 in the M.A. plus 30; and No. 5 in the Specialists Degree. He added Caddo is closer to a No. 1 ranking in the Advanced Degree and longevity categories, but falls behind in the 10-year and under category, and the CAE is asking that the board make Caddo No. 1 in all categories. He also noted a statement in the Sunday paper that Caddo, DeSoto and Webster Parishes are not scheduled to receive additional MFP growth dollars, but Bossier will, which will move Bossier further ahead of Caddo in the rankings; and the CAE recognizes recurring revenues will be required to make Caddo No. 1 again. With sales taxes, property taxes being up, and new businesses moving into Shreveport, this should continue to increase. The CAE asked the board, as it looks at the 07-08 budget, to remember to make Caddo No. 1 again, and LAE and CAE will contact the Legislative Delegation regarding this matter.

CONFIRM THE AGENDA AND CONSENT AGENDA

Mr. Burton moved, seconded by Mrs. Crawford, to approve the proposed agenda and consent agenda for the May 15, 2007 CPSB meeting as presented. Vote on the motion carried unanimously.

Adjournment. *Mr. Burton moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 5:45 p.m.*

May 15, 2007

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at 4:00 p.m. on Tuesday, May 15, 2007 with President Phillip Guin presiding and the following school board members present being a quorum: Eursla Hardy, Willie Burton, Charlotte Crawley, Lola May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Ollie S. Tyler and Legal Counsel Reginald Abrams. Board member Lillian Priest led the prayer and the Pledge of Allegiance.

TRAINING ON NEW BOARD ROOM EQUIPMENT

Mr. Guin announced the reason for beginning the meeting at 4:00 p.m. today is for training on the newly installed technology equipment in the board room. Joe Brown proceeded to take the board members through training on use of the new voting equipment and procedure.

CONSIDERATION OF MINUTES OF THE APRIL 24, 2007 AND MAY 1, 2007 CPSB MEETINGS

Mr. Burton moved, seconded by Mr. Rachal, to approve the minutes of the April 24, 2007 and May 1, 2007 CPSB meetings. Vote on the motion carried unanimously.

PUBLIC HEARING ON 2007-08 CONSOLIDATED ANNUAL BUDGET

President Guin declared the public hearing on the 2007-08 consolidated annual budget open. There being no speakers, Mr. Guin declared the public hearing closed.

ESTABLISHING THE AGENDA AND PROPOSED CONSENT AGENDA

Mr. Guin classified items 11 (B-E), 12-13, 15-18, and 21 as the consent agenda. President Guin announced that Items 19 “High School Performing Arts Program” and 20 “Dual Enrollment Policy” are postponed.

SPECIAL RECOGNITIONS/PRESENTATIONS

On behalf of the CPSB and staff, Burnadine Moss Anderson, executive assistant to the superintendent/communications, made the following special recognitions. The president and superintendent greeted and presented each honoree with a certificate/award for their outstanding accomplishments. Parents, school administrators, staff and other guests also were recognized.

Louisiana DECA Career Development Winners. The following students from Green Oaks High School were recognized as winners in the Louisiana DECA Career Development competition recently held in Baton Rouge: 1st Place in the International Business Plan Event – Kimberly Beverly and Latounda Bryant; 1st Place in the Entrepreneurship Written Event – Shundrea Capers and Larry Odom; First Place in E-Commerce Business Plan Event – O’Keditha Mitchell.

Regional Science Fair Winners. Mrs. Anderson announced that Caddo Magnet High School won the Louisiana Science and Engineering Fair Senior Sweepstakes Award on April 14, 2007 with one 1st place, eight 2nd place, eight 3rd place, three 4th place winners and several special awards among 22 students competing. Byrd High School also had a 1st Place winner in Chemistry. The following student was present and recognized: Salil Joshi (Caddo Magnet), 2nd Place Microbiology, as well as a special award from the LSU Health Sciences Center for Molecular & Human Genetics. Other student winners from Caddo Magnet include: Elise Ackley, 3rd Place Medicine & Health, and Louisiana State Medical Society, Office of Naval Research special award; Greg Angle, 3rd Place, Computer Science; Claire Bayer, 2nd Place Medicine and Health, and Office of Naval Research special award; Madison Beasley, Office of Naval Research special award; Katie Cassity, 3rd Place Team; Insun Chong, 4th Place Engineering; Taylor Conrad, 2nd Place Biochemistry; Hillary Garner, 3rd Place Team; Allen Gu, 2nd Place Biochemistry; William Hock, 3rd Place Microbiology; Matthew Howell, 3rd Place Computer Science; Maria Huang, 1st Place Biochemistry; Michele Khare, 4th Place Environmental Science; Katie Li, 3rd Place Plant Science; Michael Philips, 4th Place Behavioral

Science; Stephanie Ramey, 2nd Place Behavioral Science; Lexi Romine, 3rd Place Environmental Science; Eszter Szentirmai, 3rd Place Chemistry; Leslie Valentine, 2nd Place Animal Science; Jonathan Weber, 2nd Place Physics and Randall White, 2nd Place Chemistry. The winner from C. E. Byrd High School is Meghan Mussehl, 1st Place Chemistry.

Times Regional Spelling Bee. Regan Carver, Herndon Magnet School, was recognized as the winner in the 2007 *Times* Regional Spelling Bee.

Celebrating Louisiana: Home Sweet Home Poster State Winners. The following students were recognized as winners in the Celebrating Louisiana: Home Sweet Home Poster Contest: Cody Heldebrandt, 1st place, Herndon, kindergarten; Breanna Allen, 3rd Place, Herndon, 2nd grade; and Nakia Hall, 2nd Place, Central, 1st grade.

NEA's Middle School Art Contest Winner. The following student was recognized as the 1st Place winner in NEA's Middle School Art Contest: Jared Como, 1st place, Youree Drive Middle School.

Regional Upward Bound Math and Science Program Winners. The following students were recognized for being accepted into the Wily Upward Bound Mathematics and Science Regional Center 2007 Summer Program: Crystal Len, Catherine Sims, Raven Turner, Danyale Wilson, Ivy Coleman, Terry Gilyard and Chazmon Wright. Mrs. Anderson announced these students were chosen because of their report card and standardized test scores.

2006-2007 Siemens Award for Advanced Placement. Mrs. Sheryl Thomas, teacher at Caddo Magnet High School, is the recipient of the 2006-07 Siemens Award for Advanced Placement. Mrs. Thomas teaches Biology I, honors, and Biology II AP at Caddo Magnet High School and serves as the Department Chairperson who works with Placement Testing, and frequently chaperones school events, as well as sponsors the Sci-Fi Club.

Heroic Act. Joan Daniels, bus driver for Caddo Parish less than one year, was recognized for her heroic act of saving the lives of students from Ridgewood Middle School and their teacher, as well as her own, when the bus she was driving on a field trip was hit by a white box truck that crossed the I-20 median.

Recess. President Guin called for a three-minute recess at approximately 4:50 p.m. and reconvened the meeting at approximately 4:54 p.m.

VISITORS

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on matters of concern to the Federation. Mrs. Lansdale shared with the board how slow the budget process is moving through the current session of the Louisiana Legislature and that the pay raise issue (HB1) has not moved anywhere, but is still in the House Appropriations Committee where it is highly possible it will remain until after the revenue estimating conference meets to adopt new revenue estimates later this month. She stated BESE will again meet this week with no plans to reconsider the MFP adopted in March with an increase of over \$250 million from last year, which is more than \$150 million that the Governor placed in her budget for education. Mrs. Lansdale added that BESE is also waiting on the new revenue money to see what is available before reconsidering the MFP. She also stated that the Ways and Means Committee too is waiting on the outcome of the revenue estimating conference and how much *due money* is available to be returned to the businesses and people in tax breaks, credits and roll backs. Mrs. Lansdale stated that when 7,000 plus teachers and school employees met on the State Capitol steps in Baton Rouge, they did not see one sign about repealing the Stelly Plan; and stated that Stelly, the first step in tax reform for Louisiana, is doing what it was designed to do with more better off now since we no longer have to pay taxes on prescriptions, utilities or groceries. This change has provided for a more stable revenue stream reflecting a better bond rating because we are providing a mechanism to reduce future income. She stated that Stelly is critical to educators because if lawmakers return income tax brackets to pre-Stelly levels, the state will lose \$800 plus million in revenues which will put educational funding in jeopardy. Mrs. Lansdale also said we need to be more circumspect in this unique plan because this windfall will not last forever, but the Stelly reform will continue into the future as a steady source of

revenue. She said this solid mechanism that is in place now will allow us to end the begging and meet the promises for the future of Louisiana.

Sharon Merritt Smith, counselor, shared with the board the alarming number of distressed teachers who have come to her for counseling in the past two years and their concern over oppression experiences from supervisors. They have shared with her their fear in complaining because of the possibility of having to endure retaliation. She shared some of the physical side affects that these teachers are experiencing as a result of this stress. Mrs. Smith said her husband, who has been a teacher in good standing for seven years, has recently been a target of this retaliation and it has resulted in much grief in their home. She highlighted the sequence of events in her husband's particular situation and stated he recently received an observation in which every area was unsatisfactory, after all previous observations were all scored satisfactory. Mrs. Smith stated that supervisors in high positions tampered with and altered observations in such a way that it could lead to his demise as a teacher, and she has now been advised there might be an attempt to trump up false allegations against him. She added when teachers are intimidated, they are in survival mode and cannot give the productivity expected of them; and supervisors should be able to serve as an advocate for teachers. She noted she is aware of the employee assistance program which is supposed to be an advocate for teachers, but when her husband met with a representative of this program, he was constantly encouraged to resign his job. Mrs. Smith stated there must be a better system of "checks and balances" and encouraged the board to consider hiring a person that reports those incidents directly to the board and that the person should not be an educator or one who has any ties to the board or Central Office so concerns brought to the board are taken seriously and fairly. She said such action by the board will demonstrate to the teachers that the board has their best interest in their sight. Mrs. Smith also asked the board how it can afford to ignore this important issue when so many of our good teachers are leaving the system for these same reasons.

CONFIRM THE CONSENT AGENDA

Mr. Rachal inquired about the bid to repair the roof leak at Donnie Bickham? Mr. White responded this project was listed on the last report as being postponed. Since that time, an additional leak has been discovered in the wall and they will come back to the board for approval of everything at one time.

Mr. Burton moved, seconded by Mrs. Hardy, to approve the Consent Agenda as presented. Vote on the motion carried unanimously. The following is a summary of the board's action on items categorized as the consent agenda:

Agenda Item No. B. C. and E.

Request for Leaves. The following requests for leaves were approved by the board as recommended by staff and submitted in the mailout.

Certified

Catastrophic Leave, April 25, 2007 – May 21 2007

Cheri Neubauer, Teacher, Atkins Elementary, 3 years

Catastrophic Leave, April 25-30, 2007 and May 1-4, 2007

David T. Eschenfelder, Teacher, Broadmoor Middle, 2 years

Leave Without Pay, August 20, 2007 – May 23, 2008

Caroline McKenzie, Teacher, South Highlands Elementary, 3 years

Leave Without Pay, August 2007 – May 2008

Mary Catherine Ford, Teacher, Judson Elementary, 3 years

Sabbatical Leave (Study), Fall Semester 2007

Audrey Sullivan, Teacher, Vivian Elementary, 3 years

Sabbatical Leave (Study), Fall Semester 2007 – Spring Semester 2008

Michelle R. Berry, Teacher, Huntington High School, 8 years

Sabbatical Leave (Study), August 2007 – May 2008

William Owney, Teacher, Vivian Elementary, 6 years

Classified

Leave Without Pay, June 1, 2007 – June 19, 2007

Yasma Jackson, Teacher's Aide, Newton Smith Elementary, 1 year

Catastrophic Leave

Candice Jamison, Bus Driver, Transportation Department, 2 years

Other (Hiring, Assignment Changes, Separations & Resignations). The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of March 24, 2007 – April 23, 2007 as recommended by staff and included in the mailout.

Renewal of Administrative Contracts. The board approved the renewal of promotional or administrative appointment contracts as recommended by the superintendent and included in the mailout. Those whose contracts were renewed include Kevin Guerrero, Bruce Daigle, Monica Jenkins-Moore, Velinda McWherther, Deborah Alexander, Robin DeBusk, Richard Dezendorf, Julia Smith, Shannon Wall and Sandra Saxon.

Agenda Item No. 12 B.

Bids (Capital Projects/Construction). The board approved the following bids as recommended by the superintendent and as submitted on the bid tabulation sheets. (1) Vanderberg Construction with a Base Bid, for the sum total of \$68,400, for Project 2008-237 “Arthur Circle Paving”; (2) High West Construction with a Base Bid, for the sum total of \$64,500, for Project 2008-201 “Timmons T-Building Renovation”; (3) ARC Abatement with a Base Bid, Alternate 1, Alternate 2, and Alternate 3, for the sum total of \$201,712, for Project 2008-216 “Abatement for Flooring at Caddo Middle Magnet, J.S. Clark, Hillsdale, Northwood, A.C. Steere, Walnut Hill and Woodlawn”; (4) B & J Floor Services with a Base Bid, Alternate 1, Alternate 2, and Alternate 3, for the sum total of \$160,159 for Project 2008-217 “Flooring Replacement at Caddo Middle Magnet, J.S. Clark, Hillsdale, Keithville, Northwood, A.C. Steere, Walnut Hill and Woodlawn”; (5) ZAC Construction with a Base Bid and Alternate 1 for the sum total of \$1,115,600 for Project 2006-106 “Classroom Wing at Woodlawn”; (6) Jaco Construction Company with a Base Bid, for the sum total of \$243,900, for Project 2008-230 “Summerfield Roof “D” Wing and Canopies, Phase II”; (7) Thomson General Contractors with a Base Bid, for the sum total of \$55,132 for Project 2008-208 “Eighty-First Install Ramps and Door Hardware”; (8) Hefner Roofing, L.L.C. with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$102,050 for Project 2008-231 “Ingersoll Roof “D” Wing, Office, Auditorium & Cafeteria”; (9) Stanley Security Solution with a Base Bid for the sum total of \$40,765, for Project 2008-236A “Keying at Riverside”; (10) Stanley Security Solution with a Base Bid, for the sum total of \$48,071 for Project 2008-236B “Keying at Shreve Island”; (11) Stanley Security Solution with a Base Bid, for the sum total of \$48,269 for Project 2008-236C “Keying at South Highlands”; (12) Vanderberg Construction with a Base Bid, for the sum total of \$50,125, for Project 2008-210 “Green Oaks Restroom for the Counselors Complex”; (13) Hefner Roofing LLC with a Base Bid, for the sum total of \$117,300, for Project 2008-226 “Keithville Roof Library”; (14) John Gibbs Roof Systems with a Base Bid, for the sum total of \$77,000, for Project 2008-227 “Northwood Roof Athletic Building”; (15) That the bid for Project 2008-229, “Linear Roof “D” Wing, Phase III” be postponed until May 22, 2007; (16) That all bids be rejected for Project 2008-101 “Northwood All Weather Track” and that the project be re-designed and re-bid; (17) William N. Carter with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$69,500, for Project 2008-238 “Lakeshore Sidewalk”; (18) Integrity with a Base Bid and Alternate 1, for the sum total of \$407,380, for Project 2007-206 “Atkins Elevator”; (19) That bids for Project 2007-228A “Woodlawn Roofing, Phase II, (Bus Canopy)” be rejected due to bid security; (20) Ronald G. Carlson, Inc. with a Base Bid, for the sum total of \$41,876, for Project 2008-205 “Creswell Playground Equipment”; (21) LVI Services with a Base Bid, for the sum total of \$56,850, for Project 2008-212 “Abatement for Flooring at Fair Park”; and (22) Continental Floor with a Base Bid, for the sum total of \$163,888, for Project 2008-213 “Floor Tile Replacement at Fair Park”.

Agenda Item No. 13

2007-2014 Master Technology Plan. The board approved the 2007-2014 Master Technology Plan as submitted by staff and included in the mailout. A copy of the approved Master Technology Plan is made a part of the permanent record of the CPSB’s May 15, 2007 meeting.

Agenda Item No. 15

2007-08 Tax Millages. The board approved the 2007-08 resolution reflecting the millage rates for Tax Year 2007 as recommended by staff and included in the mailout.

Agenda Item No. 16

Sales & Use Tax Commission 2007-08 Budgets. The board approved the 2007-08 budgets of the Sales & Use Tax Commission as recommended by staff and included in the mailout.

Agenda Item No. 17

Requests for Use of School Buses. The board approved the following requests for the use of CPSB school buses as recommended by staff and included in the mailout: (1) Shreveport Green/ShrevCORPS for June 4-July 27, 2007 for a free Environmental Earth Camp at Walter B. Jacobs Park; (2) Southern University for three buses and drivers for their summer tutorial program; (3) Caddo Parish Sheriff's Office for transporting approximately 150 Boy Scouts to the Garland Scout Ranch.

Agenda Item No. 18

High School Redesign 9th Grade Initiative Grant Application. The board approved the High School Redesign 9th Grade Initiative Grant Application as submitted by staff in the mailout.

Agenda Item No. 21

Resolution in Support of Pay Raises. The board approved the following resolution in support of pay raises for teachers and support personnel and that a copy of the approved resolution be forwarded to Governor Blanco and the members of the Louisiana Legislature.

Resolution of Caddo Parish School Board in Support of Pay Raises For Public School Teachers and Support Personnel

Whereas the Caddo Parish School Board recognizes that the current legislative session will involve various issues involving education and possible pay raises for certain employees within the State of Louisiana;

Whereas it has been reported that there currently is nearly a 1.6 billion dollar budget surplus;

Whereas the Caddo Parish School Board recognizes that teachers and support personnel throughout the State of Louisiana are in need of a pay raise in order to facilitate the education of the students in the respective parishes;

Whereas the Caddo Parish School Board recognizes that the employees of the Caddo Parish School Board are deserving and hard working individuals who have supported the Caddo Parish School Board even when times were difficult especially while striving to achieve the goals of No Child Left Behind and while rendering services to students displaced by hurricanes Katrina and Rita during the past year;

Whereas the Caddo Parish School Board believes a teachers pay raise will help facilitate the closing of the salary gap helping it to keep pace with the southern regional average;

BE IT RESOLVED THAT the Caddo Parish School Board hereby supports the governor and state legislators in their efforts to provide pay raises to public school teachers and support personnel throughout the State of Louisiana;

BE IT FURTHER RESOLVED THAT the Caddo Parish School Board expresses its gratitude and appreciation to Governor Kathleen B. Blanco and the legislators of the State of Louisiana for their consideration and support of pay raises for teachers and support personnel for Caddo Parish and throughout the State of Louisiana.

This resolution was passed by the members of the Caddo Parish School Board during its regular scheduled meeting on the _____ day of _____, 2007 as follows:

PERSONNEL RECOMMENDATIONS

Mr. Burton moved, seconded by Mrs. Hardy, to approve the personnel recommendations as submitted by the superintendent in the mailout.

Mrs. Crawford made a substitute motion, seconded by Mrs. May, to split and vote on the personnel recommendations individually. Vote on the substitute motion carried with Board members Hardy, Burton, Priest and Ramsey opposed and Board members Guin, Crawley, May, Phelps, Crawford, Rachal, Armstrong and Bell supporting the motion.

Mr. Burton moved, seconded by Mr. Ramsey, to approve the superintendent's recommendation for the principal at Judson Elementary as submitted in the mailout. Vote on the motion failed with Board members Crawley, May, Phelps, Crawford, Armstrong and Bell opposed and Board members Guin, Hardy, Burton, Priest, Rachal and Ramsey supporting the motion.

Mr. Burton moved, seconded by Mr. Ramsey, to support the superintendent's recommendation for the counselor at Captain Shreve High School as submitted in the mailout. Vote on the motion carried with Board members Crawley, May, Phelps and Bell opposed and Board members Guin, Hardy, Burton, Priest, Crawford, Rachal, Ramsey and Armstrong supporting the motion.

Per request from the superintendent, Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following personnel appointment approved by the board: Jennifer Campbell, Counselor at Captain Shreve High School. This appointment will receive the appropriate salary as reflected by the Caddo Parish School Board Salary Schedule applicable to the position to which she was appointed.

2007-2008 CONSOLIDATED ANNUAL BUDGET

Mr. Burton moved, seconded by Mrs. Hardy, to approve the 2007-2008 Consolidated Annual Budget as submitted in the mailout. Mrs. Bell asked Mr. Lee to explain on page 10 under teacher salaries the reduction of \$746,300 and on page 13, the cutting of two teachers? Mr. Lee explained that on Page 10 the comparison of the \$96.2 million budget from last year (the current year) compared to the proposed budget, this is budgeted dollars and we are not anticipating spending \$96.2 million by the end of this year, and based on the numbers run from personnel, with the staffing formula in place, this is what staff anticipates will be spent next year. He added this is looking from budget to budget, and not actual to next year's budget. Mrs. Bell asked if two teachers are already being cut this year or next year?, as she is concerned that classrooms are already overcrowded and how are we going to be able to address this need and the need for the overage, drop out students? Mrs. Tyler explained this is only a projection based on student enrollment and we are not really cutting. She said it is apparent this number is down and if the teachers are needed, staff will come back to the board; but oftentimes, the Board has allowed a discretionary fund for the teachers to be paid from if needed. She explained that staff has attempted to lower the student:teacher ratio by putting some of these teachers in the small schools so two grades are not mixed. Also, more than 100 teachers have been funded out of Federal dollars rather than General Fund dollars so we can preserve General Fund to assist with other needs. Mrs. Bell asked about the Teacher Aides and if the projection is the same? The superintendent answered in the affirmative. Mrs. Bell also asked about supplies and equipment, number 18, and if staff is recommending a cut of \$1,683,845 in supplies and equipment from the classroom instruction? Mr. Lee stated that Item 18 shows an increase. Mrs. Bell apologized as she was mixing the teachers' aides salaries and asked about the amount under number 4 and if this is a cut of \$1,683,845 from instruction materials supplies and equipment? She said this too is a concern to her as the instructional materials are needed in the classroom. Superintendent Tyler reminded the board that at the last budget work session, staff reminded the board that these funds were used to purchase textbooks and now that the books have been purchased, staff is recommending taking the money and using it somewhere else, and would like to take this money and look at teachers' salaries. Mrs. Bell asked if this will ever be listed in the budget for her to see with an explanation, because this is a good thing, but she didn't see an explanation. Mr. Lee stated it was explained during the budget explanation session. Mrs. Bell asked about number 22, and her concern over the projected cut of \$338,000 in remediation and this is a lot of money that

could be used to help the students that need after school help. Mr. Guin stated that Column 1 is 05-06, Column 2 is the 2006-07 budget and Column 3 is the 07-08 budget; and staff does not know the actual dollar amounts for 06-07 yet. Mr. Lee confirmed that we do not have actual dollar amounts for 06-07, only projections. Mr. Guin stated a projected decrease is shown on the budget this year from last year, but this is not necessarily a decrease over expenditures. Mr. Lee responded that in this particular line it is, but there were some items from last year, i.e. LEAP, after-school tutoring salaries and M&S, that are coming from different sources this year than the General Budget. Mrs. Tyler added that at the work session the staff reported the state cut this funding considerably last year and staff came back to the board for some additional funds; and we do not know what the state is going to do this year, but we are projecting the state will send at least this much next year. At this time, we have not received an award letter from the state. She added this amount illustrates the cut from the normal \$700,000, and if we get this from the state, this is where it will go. Mrs. Bell noted 2 new security coordinators in the budget and asked staff to look at possibly adding one security coordinator at Huntington and one at Walnut Hill. Mrs. Bell also stated regarding the information about vocational education, she would like the superintendent and staff to look at the possibility of establishing a vocational program at Walnut Hill. Mrs. Tyler explained that Roy Murry, director of security, does a security assessment of every school building every year and he will be conducting this assessment again even though principals have not requested it and a report will be provided to the board. Mrs. Bell also stated she received the explanation on the \$11,000 budgeted under rent and asked that staff provide a little more explanation on such items (like this is for the rent of the coliseum for graduations) in the future.

Mrs. Crawley made a substitute motion, seconded by Mrs. Armstrong, to postpone this item until a special called board meeting following the work session on June 5, 2007. Mrs. Crawley explained that she asks for action on the budget to be postponed because the board has held only one work session on the budget and the Legislature is meeting and addressing education and it would be good to know how much funding they will allocate to education before Caddo votes on its budget. Mrs. Crawley asked the superintendent how much does she think will be used from the General Fund balance for pay raises? Mrs. Tyler responded that she has planned to meet with Mr. Lee and Mr. Watson to look at other funding that may be coming in on a continuous basis to cover recurring expenditures, and staff will look at this and make a recommendation that recurring funds be put toward salaries. She said staff is also looking at ongoing expenditures that continue to rise. The superintendent also stated that staff advised the board at the last session if it wished to meet again on the budget before today's meeting, staff would be glad to arrange for that to happen so the board could further discuss the budget. Mrs. Crawley said she did not get the message concerning the possibility of holding another work session, but she would like for June to be a work session and another opportunity to ask questions. Mrs. Armstrong indicated she felt the same and that she would like the opportunity to see what the Legislature is going to do for the school systems. She also stated she has a request that may also affect the budget, so she would like to delay until the June meeting.

Mr. Rachal asked the superintendent about the harm in waiting until the Legislature approves monies for education? The superintendent explained the importance of the district having a budget in place by July 1 so the schools can be staffed for the next school year, new buses can be ordered, supplies can be ordered, etc. She said she does not know when the Legislature is scheduled to end, but asked the board not to put the district at risk by not having a budget in place July 1st so staff can continue to conduct the business of the district. Mr. Rachal asked if we do not get the dollars being budgeted at this time, and they are actually decreased, is there a plan in place for operating from the reserves? Mrs. Tyler responded that is correct and staff never projects on what it may get, but on what we received last year. She said staff believes we will get at least what we received last year and that is how it is budgeted; and if new monies come in, they can be added to the budget and hopefully we will be able to give raises to the employees. Mr. Rachal asked if the board does not approve a budget today, will it put the superintendent and the district in a precarious position to run the district? Mrs. Tyler said it would. Mrs. Crawford asked if we postpone until the work session on June 5th, does this still put staff in a bind? Mrs. Tyler said it is better than waiting until mid-June. Mrs. Crawford asked for a friendly *amendment to the motion to add this item for a special board session following the executive committee/work session on June 5th.* Mr. Ramsey stated his opposition to postponing, because it is time to close the books and past performance tells the board this has worked fine and is the way most businesses run their business; and if the budget needs to be adjusted following approval, it can be done. He said the budget is a work in progress and board members received

copies of the budget in enough time. He reminded the board that the district's Accounting Department continues to receive award after award on how it handles the district's finances, and the board needs to allow the superintendent to do her job and allow the staff and superintendent to move forward, and asked the board to vote against the substitute motion. Ms. Phelps asked for clarity and if the board should expect to match the pay raises from the General Fund? Mrs. Tyler responded that is correct, and she reported she and staff have plans to meet to discuss recurring revenues that can be used for recurring expenditures, i.e. pay raises. Ms. Phelps asked Mrs. Armstrong what her addition to the budget might be? Mr. Guin responded she cannot respond because the motion on the floor is regarding postponement. Mrs. Armstrong said she doesn't remember too many years that she has sat on the board that this same discussion has not been held regarding the budget and board members would give professional courtesy to the other board members that had items needing further discussion. Mrs. Bell asked if board members can come back any time and revisit the budget? Mr. Guin explained that can happen all year with a majority vote. Mrs. Crawley stated she doesn't believe the date for closing the books has anything to do with what the board is discussing at the present time, because one set closes June 30th and the new budget goes into affect July 1st. Mrs. Hardy said the board has had the budget and the staff and superintendent have worked very hard to bring a budget to the board and the board has the responsibility to approve or not approve the budget. Since the board can reconsider the budget at anytime, she asked the board to move forward and approve the budget.

Mr. Burton moved, seconded by Mrs. Crawford, to call for the question to end debate on all motions and substitute motions. Vote on the motion carried with Board member Guin opposed and Board members Hardy, Burton, Crawley, May, Phelps, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

Vote on the substitute motion to postpone failed with Board members Hardy, Burton, Phelps, Priest, Crawford, Rachal, Ramsey and Bell opposed and Board members Guin, Crawley, May and Armstrong supporting the motion.

Vote on the main motion to approve the 2007-08 consolidated annual budget carried with Board members Crawley and May opposed and Board members Guin, Hardy, Burton, Phelps, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

SUPERINTENDENT'S REPORT

President Guin asked if any board member wished to make a motion on any item listed under the Superintendent's Report. Items (g), (i), (j), (k) and (m) were removed from Superintendent's Report. *Board member May moved, seconded by Mrs. Armstrong, that the seats in the Werner Park auditorium be replaced.* Mrs. May said she has looked at these over a year ago and the superintendent and Mr. White have verified we can replace them. Mr. Ramsey asked the superintendent if she had any comments related to this item, i.e. costs, etc. Mr. White responded this item is scheduled to be completed this summer and approximately \$60,000 has been dedicated to replace the seats and not repair them. He added bids have not been received at this point, but it is scheduled to be done this summer. Mr. Ramsey asked if the motion will expedite this project? Mrs. Tyler responded when Mrs. May made this request, she asked Mr. White to proceed and that has been done, and it is scheduled to be completed this summer. Mr. Ramsey asked Mrs. May, with this understanding, if there is a need for the motion on the floor? Mrs. May said since this has been taken care, she will withdraw her motion. Mrs. Armstrong also withdrew her second. Mr. Guin asked if since this project is scheduled for the summer, can it be removed from the agenda? Mrs. May answered in the affirmative.

ANNOUNCEMENTS AND REQUESTS

Mrs. Crawley thanked the staff for the information provided on the procedures for selecting high school cheerleaders and asked if staff could take the information and break it down on male/female, racial makeup of cheerleaders, since the policy states we try to insure minority representation. Mrs. Bell asked that the board revisit the policy on the procedures for selecting cheerleaders, and that the board be afforded the opportunity to discuss this further. Mr. Abrams stated this will be added to the list of policies needing revised.

Mrs. Bell announced that on Saturday, May 26, from 9-11 in the Southern University gymnasium, a prayer breakfast will be held to pray for the children to have a safe summer.

Mrs. Bell asked that a resolution be prepared for the Huntington High School student killed over the weekend. Mr. Guin responded that Mrs. Bell may get with the superintendent and board attorney about this matter and an item can be placed on the June agenda.

Mrs. Crawford stated that dependent upon what the state does with the MFP, she will possibly bring a \$200 M&S for the teachers, unless that money is better allotted for a teacher raise. She also announced that today the District PTA board voted to provide umbrellas for students who live within walking distance to school and do not have bus transportation. Mrs. Crawford asked the board members to remember this project with possible connections to other organizations, churches, etc. that might be interested in helping in this project.

Mr. Rachal asked if the new board electronic system can be fine-tuned to reflect on each board member's monitor that a cast vote has been received/recorded?

Mr. Rachal asked that board members be provided a map showing the location of each school in the parish.

Ms. Phelps stated she has information on the No Child Left Behind and asked that an item be added to the agenda for a resolution relative to HB648. Ms. Phelps also requested that the Linwood Middle School student be recognized for his perfect score in Math.

Mrs. Armstrong asked that staff review the promptness in which our bus drivers are paid for extra bus runs, i.e. a bus driver won't be paid for an extra run in April until June. She asked if the paperwork in Transportation is turned in expeditiously and also that staff reiterate to bus drivers the cutoff dates for payroll.

Mrs. Armsrong asked that the staff evaluate the feasibility of year-round principal positions at the high school level. She also requested that the possibility of parishwide mandatory uniforms be re-evaluated.

Ms. Priest invited board members and anyone interested to attend District 7's education round-up on May 22, at 6 p.m., Morningstar Baptist Church Multi-Purpose Center, 5340 Jewella Avenue.

Mrs. Crawley asked that staff provide information on a dollar amount for teacher and employee pay raises, not considered by the Legislature, and she would like to see this dollar amount prior to a distribution table.

Mrs. Crawley also asked about principals working in the summer and she would like to see a teacher exit questionnaire, and other personnel, to determine where they went, why they left Caddo, etc. and she would like to see the data in September/October. She would also like to see how fast applications are being processed so we do not lose the good teachers, and if they do not choose to come to Caddo, why they didn't.

Mr. Rachal expressed appreciation for the opportunity to present his daughter with her high school diploma at her graduation and announced that she received a scholarship to continue her education.

Mr. Guin asked the board in the future for items such as the one on the budget to take the time to contact the superintendent for answers to questions, understanding that some questions need to be asked in the meeting for a public answer.

Mr. Abrams, as a point of personal privilege, announced he sings with the Shreveport Chorale and they will be traveling to Carnegie Hall and Montreal. He invited everyone to attend a free concert Thursday at 7:30 p.m. at St. Pius Catholic Church to hear selections they will be singing.

EXECUTIVE SESSION

Employee Personnel Matter. *Mrs. May moved, seconded by Mrs. Hardy to go into executive session for up to 15 minutes for an employee personnel matter.* Mr. Ramsey stated that CPSB policy states when an item is added to the agenda this late, a board member can challenge it and it takes a 2/3's vote of the board to move forward. Mr. Ramsey asked the board president, before

the motion on the floor, for a motion as to whether or not the board wants to hear this. Mr. Guin asked Mr. Abrams if it is a 2/3 vote to add it to the agenda or is it a 2/3 vote as to whether or not to go? Mr. Abrams explained there are two situations, one is a 2/3 vote to add an item for which backup information was not provided before the board meeting. If no one questions this or raises an issue, then the board could pass the motion, but if a board member questions, it is not waived and it would be necessary for the board to vote in order to consider the item. Secondly, Mr. Abrams explained that even after that vote as to whether or not you can consider the item, if its executive session, it also requires a 2/3 vote.

Mr. Ramsey moved, seconded by Mr. Burton to consider this item. Mr. Guin explained a yes vote means the board will consider this item and a no vote means the board will not consider this item. Mr. Guin also explained that passage of the motion requires 2/3 vote or 8 votes in favor of the motion. Vote on the motion failed with Board members Guin, Hardy, Burton, Priest and Ramsey opposed. Board members supporting the motion were Crawley, May, Phelps, Crawford, Rachal, Armstrong and Bell.

Adjournment. *Mr. Burton moved, seconded by Mrs. Hardy, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 6:30 p.m.*

Ollie S. Tyler, President

Phillip R. Guin, President

June 5, 2007

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 8:26 p.m. (immediately following the Executive Committee/Board Work Session) on Tuesday, June 5, 2007 with President Phillip Guin presiding and the following school board members present being a quorum: Eursla Hardy, Willie Burton, Charlotte Crawley, Lola May, Tammy T. Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Ollie S. Tyler, and Reginald Abrams, legal counsel. The invocation and Pledge of Allegiance were omitted.

PERSONNEL RECOMMENDATIONS

Mr. Burton moved, seconded by Mrs. Hardy, to accept the personnel recommendations as presented by staff in the mailout.

Mrs. Bell read the following statement dealing with personnel recommendations: "This statement addresses my concern about the continuing need to seek employees below the border of the Caddo Parish School System family prior to promotions from within the system. I would suggest to the superintendent's staff to insure that all employees in Caddo Parish are given the opportunity for promotion before moving beyond the current employees. From the many calls that I have received from current employees, they are simply disgusted. They feel that hard work and loyalty is not appreciated because far too many of their supervisors come to the system without knowledge of the system and in turn the new employees almost always ask the current employees about how that job was done in the past. Situations as this certainly would lead the current employee to wonder whether the correct choice was made for the promotion. Time and time again employees are calling about similar situations when persons from outside the parish are given supervisors positions. It is time, and I suggest to the superintendent and staff, to take advantage of employees within the parish who are dedicated and loyal. I ask the superintendent to meet with your staff and take a hard look at the years invested in each position and let that be a guide as to how to structure training so that current employees will be prepared to fill needs as they arrive. And I'm going to say this twice – I am not advocating, I am not advocating making a selection for a position and then training a particular person for that position, but I am recommending that full advantage is taken of the internship program that is currently in place as well as allow the current employees of Caddo Parish Schools to be given every opportunity for advancement prior to the person outside of the current system. Thank you."

Mrs. May moved, seconded by Mrs. Crawley, to remove the recommendation for Judson Elementary to be voted on separately. Mrs. May stated that at the last board meeting she did not make a statement in reference to the Judson recommendation and as District 5 School Board Member she would like to recommend that we look at the low performing schools as she is concerned about a person from a low performing school and the recommendation of the person to go to a school doing so well. She said our children need the best in the low performing schools as in the better performing schools and asked for the opportunity to vote on this separately. Ms. Phelps stated there was some misinformation in the community after the last meeting and vote, and she shared with the board she knows she represents all of Caddo Parish but is elected by District 6. She said she has voted against personnel recommendations in the past and the last board meeting was not the first. Ms. Phelps said the information given was unfair and untrue and explained her position is to represent the district and voice her concerns. She stated her position may not be in support of everything staff brings to the board, because her employer is not the Caddo Parish Superintendent and she has the right to agree or disagree. She said one of the best things the board can do is communicate in order to get along. She said she knows where her responsibility lies and there were so many concerns last week and she didn't do it then and may not today. Ms. Phelps stated there are no queen bees on the board, no roosters, but as representatives of individual districts, board members do have the right and responsibility to share their concerns as well as bring them back to the board.

Mr. Burton moved, seconded by Mrs. Hardy, to call for the question on all substitute motions and motions. Vote on the motion to call for the question to end debate carried with Board members Crawley and May opposed and Board members Guin, Hardy, Burton, Phelps, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

Vote on the substitute motion to separate the Judson recommendation failed with Board members Hardy, Burton, Priest, Crawford, Rachal and Ramsey opposed. Supporting the motion were Board members Guin, Crawley, May, Phelps, Armstrong and Bell.

Vote on the main motion carried with Board members Crawley and May opposed. Board members Guin, Hardy, Burton, Phelps, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supported the motion.

Mary Nash Robinson, assistant superintendent of human resources, introduced the following appointments approved by the CPSB: (1) Beverly Kary, Counselor, Donnie Bickham Middle School; (2) Kristal Clayton, Counselor, J. S. Clark Middle School; (3) Beverly Hudson, Assistant Principal, Linwood Middle School; (4) Sheryl Thomas, Assistant Principal, Caddo Magnet High School; (5) James Lemon, Assistant Principal, Werner Park; (6) Billie Springer, Assistant Supervisor, Accounting and Accounts Payable; (7) Steven Celestine, Principal, Caddo Middle Career and Technology School; (8) Charles Washington, Principal for 2007-2008 SY at Turner Elementary/Middle School; (9) Doris Robinson, Principal, Judson Elementary; and (10) James K. Windham, Supervisor, Elementary Physical Education. These appointments will receive the appropriate salary as reflected by the Caddo Parish School Board salary schedule applicable to the position to which they are appointed. Administrators, family and other guests present also were recognized.

BIDS/RESOLUTION CALLING FOR A TENURE HEARING FOR A TENURED TEACHER/K-12 LITERACY PLAN: MIDDLE GRADES “ACCELERATED READING” GRANT

Mr. Burton moved, seconded by Mrs. Hardy, to approve the following items as submitted by staff and included in the mailout. Vote on the motion carried unanimously.

Bids. The following bids were approved as recommended by staff and included in the mailout on the bid tabulation sheets: (1) Security Equipment Supply totaling \$24,744 and Jett Business Systems, Inc. totaling \$21,136.80 for Security Equipment. (2) John Gibbs Roof System with a Base Bid, for the sum total of \$129,000 for Project 2008-229, “Linear Roof D Wing, Phase III”.

Resolution Calling for a Tenure Hearing for a Tenured Teacher. The resolution calling for a tenure hearing for a tenured teacher was approved as recommended by staff and included in the mailout.

K-12 Literacy Plan: Middle Grades “Accelerated Reading” Grant. The K-12 Literacy Plan: Middle Grades “Accelerated Reading” Grant was approved as recommended by staff and included in the mailout.

EXECUTIVE SESSION

Tenure Hearing for a Tenured Teacher. *Mr. Burton moved, seconded by Mrs. Crawford, to move the tenure hearing for a tenured teacher to June 19th. Vote on the motion carried unanimously.*

Adjournment. *Mr. Burton moved, seconded by Ms. Hardy, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 8:45 p.m.*

Ollie S. Tyler, Secretary

Phillip R. Guin, President

June 5, 2007

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m. on Tuesday, June 5, 2007 with President Phillip Guin presiding and Willie Burton and Bonita Crawford present being a quorum. Other school board members present were Eursla Hardy, Charlotte Crawley, Lola May, Tammy Phelps, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Ollie S. Tyler, Legal Counsel Reginald Abrams, staff and other visitors. Board Member Crawford read a writing of Thomas Jefferson from July 6, 1775 and led in the prayer and the Pledge of Allegiance.

PRESENTATIONS

Accountability and Testing Update. Wanda Gunn, assistant superintendent of academic affairs, introduced Rosemary Woodard, testing/evaluation supervisor, who shared with the board an update on the accountability program and testing. Mrs. Woodard explained that School Performance Scores (SPS), accountability, and Federal requirements are what's driving accountability as the No Child Left Behind legislation requires school districts to have high standards by 2014. She stated that Louisiana's accountability is built on the assessment program and there are a number of assessments, i.e. iLeap, LEAP, GEE, alternate assessments for students with disabilities and testing administration for the limited English proficient student. Caddo just completed online assessments for Algebra I, and the operational test for Algebra will possibly begin this fall with field testing conducted at all the high schools. Mrs. Woodard explained the SPS is what's driving accountability and noted statistics on numbers of schools in academic assistance each year since 2005 and the number of changes since that date. She further stated that the accountability has been a changing instrument since its inception and high schools were negatively impacted this year because the drop index changed just before SPS were released, but the state department believes it will be easier to grow from the new number. Mrs. Woodard also noted the dropout index will change next year to the graduation rate and staff is unsure how this change will affect the SPS, since initially each high school could be awarded from 240 to 0 points based on the diploma/career options for the students; but while attending an accountability meeting just last week, she learned the points were changed from a max of 240 points to 180. Mrs. Woodard also highlighted additional changes expected in the future that will also impact SPS, including changes in sub groups and percentages to be applied, especially to the economically disadvantaged and students with disabilities sub groups. She reported that previously when a school did not meet its growth targets, it automatically went into academic assistance or school improvement and this year it will be changed so if a school's growth target is greater than 7, it will enter into academic assistance. In 2010, it will be 6 points. Mrs. Woodard explained staff is addressing these requirements and changes by making some data-driven decisions, and highlighted the many programs, etc. in place that staff is using in our high priority schools. Mrs. Woodard also shared that the money provided by the board prior to testing allowed the district to provide remediation for approximately 2,500 students to prepare them for the LEAP testing. She also noted Caddo is the only parish that had two schools recognized for closing the achievement gap – Walnut Hill and Northwood. Also, she reported recently when Caddo received its District Performance Scores, the superintendent questioned the fact that Caddo's sub groups did not grow and when the state recalculated them, there was a data error, which when corrected resulted in all Caddo's sub groups passing. Mrs. Woodard also highlighted state initiatives and assessments along with the local initiatives. She explained this is a massive testing process going on behind the scenes and Caddo has approximately 3,000 students in summer remediation.

Mrs. Bell asked who makes the rules relative to accountability? Mrs. Woodard explained that BESE ultimately does, but there is an Accountability Commission that meets on a regular basis and makes recommendations to BESE. Mrs. Bell asked who makes up the Accountability Commission? Mrs. Woodard responded there are superintendents, governor appointees, teachers, administrators, etc. Mr. Watson further explained that the original commission, by law, was a 26-member commission comprised of parents, teachers, administrators, representatives from professional teacher organizations, the state department, Federal grants, business and the community. Mrs. Bell stated that the makeup of the committee needs to be revisited and it needs more representation from those who actually work with the students on a daily basis. She said the teachers are teaching, but scores continue to go down. Mr. Watson further stated that Dr. Sandra McCalla has sat on this commission since its inception and has been a very vocal

representative. Mrs. Bell said the people on this committee do not know what is going on and implementing a new formula every year is not fair. Mr. Watson also stated there is a public comment time at the commission meetings and regarding the 7 points explained, the Fed's audit the state on where it is in meeting its goals, and we presently are over one-half way toward meeting those goals. Mrs. Woodard added these mandates are not just state mandates, but also Federal mandates.

Mrs. Crawford asked about the high school redesign and if any of this information was calculated in the redesign? Mrs. Tyler responded that the state is still working on the high school redesign and there are meetings scheduled this month on this initiative. Mrs. Woodard indicated that many of the members are sitting on both committees in an effort to coordinate the efforts. Mrs. Woodard also added that she ran simulations and the high schools were doing very well with the 240 points, but she does not feel they will do as well with the 180 points.

Mr. Burton stated his agreement with Mrs. Bell's comments and asked if we have evaluated the No Child Left Behind act and the state accountability program to determine its effectiveness? Mr. Watson said he was asked to sit on the negotiated role-making for NCLB as well as on a Title I independent review panel that designed the study, and he read an article that shows nationally states are making progress, but everyone is not on target. He added that Title I Law, NCLB is coming up for reauthorization soon and now is the time to talk to state congressmen about changes needed in the law. Mr. Burton stated recent information from the National School Boards Association and how the current NCLB law is affecting our students, and that there is no way one can catch up years of inadequacy in education in an eight-year timeframe. He said we have so many overage students and students that are 4.0 students that are so discouraged over not being able to pass these standardized tests. Mr. Watson said this was argued at the state level and won on being able to keep the SPS scores, but it's the Fed's that mandate the breakdown into subgroups; and as pointed out by Mrs. Woodard, they have dropped the number of sub groups the state has to measure which will help some.

Mrs. Gunn expressed her appreciation to Mrs. Woodard and all that she does to maintain all the data used to train our teachers and help those at the school level to know what to do. She also expressed appreciation to the board for its support.

Green Oaks Performing Arts Program. Mrs. Gunn introduced Cleveland White, principal of Green Oaks High School, who shared with the board an update on the Performing Arts Program at Green Oaks High School. Mr. White shared with the board that the students at Green Oaks continue to do amazing and awesome things. Since it's inception in 2002-03 school year, with goals to increase student interest, reduce the dropout rate, improve test scores, improve attendance and decrease discipline problems, the school looked at ways in which students could be exposed to as much of the arts as resources would allow. Mr. White highlighted the various aspects of the program that students took an interest in with the main focus in year 1 being exposure to the arts. He stated the performing arts curriculum consists of four components: instrumental music, vocal music, visual arts and dramatic arts. Mr. White explained the objective is to promote a positive image of the arts, rekindle enthusiasm, increase awareness of job opportunities, provide opportunities for students to compete and perform, and extend to students the opportunity to earn additional Carnegie units. Mr. White also highlighted courses offered to students in each of the four components of the arts curriculum and shared photos of students involved in activities of each aspect of the curriculum. Following the presentation, Principal White introduced members of the Green Oaks team present.

Ms. Priest commented that in looking at a change in Caddo's student population, it appears that performing arts is the basic trend. She encouraged the board to do everything within the board's power to offer programs to our students that will keep them in and engaged in school. She also stated it is proven that students involved in the arts tend to do better in reading, math, and different types of reasoning skills. Ms. Priest expressed that she hopes the board will also look at expanding and enhancing the performing arts program above the \$11,500 provided.

Mrs. Crawford asked Mr. White if she understands correctly that dance is also offered, but through an outside instructor and if Green Oaks has a drama teacher? Mr. White responded drama teachers are provided through the content areas of English, but resource people are called in after school for drama and dance. Mrs. Crawford asked if the school pays the outside instructors? Mr. White responded they have volunteered their time to help the students.

Mrs. Hardy offered her congratulations to Mr. White and Green Oaks on the outstanding programs at Green Oaks and the outstanding job done by the students and the staff.

Ms. Phelps echoed everyone's comments and that performing arts is a passion of hers. She said in her travels outside Louisiana, she has had the opportunity to see performing arts programs of other schools, and she is interested in seeing the program enhanced at Green Oaks. Ms. Phelps also noted the performing arts program at South Highlands and the fact there is no reason why Green Oaks cannot be at the same level for the high schools, and asked Mr. White to look at how much is needed to further enhance the program at Green Oaks. Ms. Phelps shared with the board and audience those who have auditioned and performed at the annual National School Boards Association conference, and she is interested in our performing arts program growing to the level that our program is represented at these conferences. Ms. Phelps also announced that SB299, authored by Senator Sharon Weston Broome and currently in the Legislature, will offer, if passed, music and art in every public school. She said board members are traveling to Baton Rouge on Wednesday for the LSBA Day at the Legislature and will have an opportunity to discuss this legislation with legislators and report back to the board.

Mrs. Bell also congratulated Mr. White, but expressed her concern that this is a performing arts magnet and the administration is bringing in instructors after school, yet other Caddo high schools with magnet components have teachers on site so students can take the classes during the school day. Mrs. Bell expressed that if the district has a performing arts program at Green Oaks, the board needs to provide the necessary staff and budget for this program.

Mr. Burton also shared with the board that in 2008 the LSBA meeting will be in Shreveport and he would like for our students to prepare to perform at that convention.

EXECUTIVE COMMITTEE – ESTABLISH THE AGENDA FOR THE JUNE 19, 2007 CPSB MEETING

Superintendent Tyler highlighted the proposed agenda items for the June 19, 2007 Caddo Parish School Board meeting and the following discussion ensued. Mrs. Tyler requested that an item be added to the agenda for a hearing on the revisions to the Discipline Policy.

Appointment of Official Journal. Mr. Guin asked if a recommendation has been made? Mr. Watson responded information was sent to all journals and bids were due back June 1st. Mr. Lee added two bids have been received, staff is reviewing them and will have something in the mailout next week with a recommendation.

Adoption of Millage Rates for the Tax Year 2007. The superintendent explained that the board previously approved the millage rates for the tax year 2007 last month; however the tax assessor has informed staff that because the item as it was listed on the agenda did not have the word *adoption* in it, it is necessary for the board to have it on the June agenda with the correct wording. Mr. Rachal asked for an update on when these millages will expire.

Property and Casualty Insurance Renewals 2007-2008. Mr. Rachal stated that in reviewing the insurance premiums it is apparent there is a reduction in them, and he believes this is a result of how well the staff is doing in negotiating the contracts as well as how well the training of staff across the district is in reducing the risks, because insurance companies will not reduce premiums unless they believe the risks have been reduced. He also noted the substantial savings over the past few years.

Meal Prices Increases for 2007-2008. Mrs. Tyler stated that staff brings to the board proposed increases in the meal prices for 2007-2008. She further explained that most of the surrounding districts raised meal prices last year; however, Caddo did not and as a result, with the increased costs, the increase in the meal prices is necessary to keep this program solvent.

Mrs. Crawford asked about the increase of 25 cents and that one of the things parents are telling her is their children are not getting enough to eat and if they want more, they must pay for an additional lunch. She asked how serving sizes are determined? Deborah Harris explained that serving sizes are based on the Federal recommendations and are the same throughout all the schools with the elementary students receiving a smaller serving on the fruits and vegetables, but

the serving sizes are consistent with what the Federal government recommends. Mrs. Crawford asked if three nuggets is not enough, what does staff do if the student wants more, as she was told the student has to buy a complete lunch? Also, what does staff do with leftovers? Mr. Watson explained that it's five nuggets, not three; and if staff is aware of what school there is a problem, staff will follow up to make sure students are being served the correct number/serving size. Mrs. Crawford stated she does not intend to be critical, but is only attempting to get a handle on the amount of food being served, and if staff is serving according to Federal guidelines, is it by grade level? Ms. Harris responded that the serving size for chicken nuggets is five across the board, and if a child wants more, they can buy a second serving; however, a child should get enough because there are five components to the complete meal. Ms. Harris added that the Child Nutrition Program is looking at working with children who are obese and offering them more fruits and vegetables. Mrs. Crawford asked if, along that level, will we limit the number of ice creams they can buy after they get a meal? Ms. Harris explained that the principals work with the cafeteria managers regarding the number of extras that can be sold and a child must purchase a meal, and eat their meal before they can purchase the extra servings and those are limited. Mrs. Crawford asked is it correct students are not able to purchase two ice creams after their meal? Ms. Harris responded they cannot. She said parents have indicated much concern on how much money their child can spend on extras and we don't want them spending their money on extras and not having enough money for their meals. Mrs. Crawford said she has also received complaints on the number of ice creams they can buy and she is only trying to get a handle on generalities. Mrs. Crawford also inquired about the equipment reserve and when adding the numbers, it's less than ½ million dollars and it doesn't talk about replacement of large equipment. She asked if the money is replenished at the end of each year and if the reserve is carried over? Mr. Watson explained it's not carried over, but we budget at the same amount anticipating replacement and repairs of equipment and the reserve account is for replacement of larger equipment. Mrs. Crawford also asked about the \$500 salary supplement given employees last year and if this amount comes from the Child Nutrition salary line item? Mr. Watson answered in the affirmative, that the \$500 was a one-time salary supplement and the 5% is recurring. Mrs. Crawford asked how free and reduced lunch prices will be affected by an increase? Mr. Watson explained the Federal government approves the prices for the free and reduced price meals because they determine our allocation which is then passed down to the state and local levels. Mr. Watson further explained that our increase is to help with the cost of food, transportation costs, etc.

Mrs. Armstrong asked staff about the type of meals being served and her concern over the number of pre-cooked and frozen items served in the cafeterias, and if there are plans to limit those and serve more home-cooked meals than in the past with this new increase? Ms. Harris explained that at this time there are no major changes in the type of meal service being provided. She explained the children have the opportunity to make recommendations or choices during the student nutrition workshop and decisions are made based on their likes and dislikes. Mrs. Armstrong said she hopes everyone doesn't feel the same as she does about the statement made and she feels that as adults we need to make the decisions for children, because they can get all the fast food meals after schools hours; however, this is the one time during the day that we can provide a home cooked meal which the majority of the children do not get. She believes that as adults we need to look at what is being served and she would like to see us return to the type meals that used to be served.

Ms. Phelps stated her agreement with Mrs. Armstrong's comments and asked if there is some way we can consider getting back to hot meals. Ms. Harris explained the cafeteria offers a hot menu, a traditional type menu, but in the middle and high schools, the students are also given a choice of a salad bar and sandwich line. She explained the idea of giving the students more choices would hopefully get them into the cafeteria to eat lunch. Ms. Phelps asked about the elementary students and the survey conducted with students? Ms. Harris responded a representative from each school is selected by the principal or the counselor. Ms. Phelps inquired as to how the students are surveyed at each school? Ms. Harris explained that each student liaison should conduct a survey at the school and bring the information to the meeting. Ms. Phelps asked if the elementary students conduct a survey of each child in the school? Ms. Harris indicated that is what they are asked to do. Ms. Phelps stated her agreement that adults need to make some decisions. Ms. Harris added that parents of the students, counselors and anyone else interested are invited to attend the student nutrition workshop and this is announced, as well as advertised in the newspaper. Ms. Phelps stated she appreciates that, but most parents are not aware of this, and as the parent of a 6th grader, she has asked this question about portions

in the past. She also stated that in limiting the number of extras that can be purchased, she understands we want the children to get a lunch and eat their food, but as a parent, we know children do not always eat their lunch and she knows there is not a limit on the ice creams, and asked if we will be able to enforce the limits placed on the extras such as ice cream. Mr. Watson stated staff appreciates the board's concerns and if are notified of specific schools where these standards and policies are not being followed, staff can follow up. Ms. Phelps asked about the limit on ice cream purchases, and it has to be over one as Ms. Priest has observed three. Ms. Harris said she cannot state what it is per school as she has not been to each to see. Ms. Phelps asked if it is determined per school? Ms. Harris indicated it's a decision made at the school. Ms. Phelps responded that maybe the board needs to set a limit on ice cream for elementary school age children.

Mrs. Tyler stated if the board desires, staff can put limits on extras without board action and bring a recommendation to the board. Ms. Phelps said she understands some things do not need board action, but hearing staff's comments that certain decisions are left up to the schools and we don't know what the decisions are, she doesn't believe this is consistent enough.

Mr. Rachal asked if the current balance in the CNP reserve is \$1.3 million? Mr. Watson responded the reserve on February 4th was \$2.4 million, however this figure is an estimate, since the close out for the year is not complete. At this time, it is believed the estimated budget amount is on target. Mr. Rachal stated that from the discussion, it is evident there isn't a district wide policy relative to desserts and the limited number. Ms. Harris answered it is not, that the menu is based on Federal guidelines and students receive a meat, vegetable, fruit, bread and milk, a nutritionally balanced meal no matter if it comes from the hot line, the sandwich line or the salad bar. Mr. Rachal asked about the additional desserts, desserts in general? Is it open to everyone after a regular meal has been purchased? Ms. Harris responded normally it is one dessert, one extra purchase, but from what she is hearing, there are certain schools serving more than one extra. Mr. Rachal also asked about the confusion when students are still hungry, can they purchase an extra serving without purchasing another entire meal? Ms. Harris responded that is correct. Mr. Rachal asked if this is posted in the schools? Ms. Harris said it is posted in each school with the cost of the extras.

Mrs. Bell said she is concerned because parents will be going to the media with the increase costs and sometimes she has seen in the cafeteria where students only get a piece of toast (for breakfast). Mrs. Bell asked about the Federal guidelines for breakfast? Ms. Harris explained breakfast is a serving of fruit, a serving of meat and bread or a serving of two meats or two breads and milk. Mrs. Bell said staff needs to visit the schools and see what is being served, because with the cost being increased, people will want to know what they will be getting this year that they did not get last year. Mr. Watson clarified this is not an increase for the students on free and reduced lunch nor breakfast, but only for the students who are not. And, the increase is for the increase in food cost, transportation, etc. to get the food to the schools. Mrs. Bell also asked about the fact that we are letting principals and cafeteria managers decide what will be served at the schools? Mr. Watson stated there is a committee comprised of principals, parents, administrators, and a student representative from each school. Mrs. Bell suggested conducting a survey with the students and parents at the school, and our public, about our meals. Mr. Watson explained the survey will have a limited effect as the Federal government says we must receive food from each of the food groups and when you talk about surveying, it's a choice, and we must serve within a healthy meal pattern from the Federal government. Mrs. Bell says she understands, but when staff says two of a food item, some students are only getting one. Mr. Watson stated he appreciates the concerns expressed and if they are not meeting the guidelines, staff wants to make certain they do. He also clarified hot meals are served in every school.

Mrs. Hardy said she has seen a change since she taught in school when the teachers had to escort their class to the cafeteria and make certain the students ate their food. She shared her recent experience of visiting a cafeteria and the lack of discipline in the cafeteria. Mrs. Hardy encouraged us to get back to some of the disciplines that have changed.

Mrs. May asked staff about Federal funds sent to Caddo through the Shreveport Job Corps Center, how much do we receive, how are the funds disseminated and what is the balance? Ms. Harris explained that Caddo's Child Nutrition Programs does not receive any funds for Shreveport Job Corps, but the students' applications are processed through the CNP office, and

the funds go directly to Shreveport Job Corps. Mrs. May asked for the number of applications processed through this department.

Mrs. Armstrong asked if we are still throwing away all the leftover food at the end of the day? Ms. Harris responded we do not throw away leftovers, but food items that might be considered hazardous because they contain eggs or mayonnaise are discarded; but other leftovers are covered, labeled, dated and stored for use in future dishes, i.e, leftover chicken is deboned, covered, labeled, dated and frozen for use in a later dish such as chicken tetrazzinni. Mrs. Armstrong expressed appreciation to Ms. Harris for her indulgence and the answers to the board's many questions, as these are the type questions and concerns expressed to them as board members about the nutrition program.

Ms. Phelps referenced Mrs. Crawford's question relative to how our rate affects the free and reduced lunch and if the Federal government pays us a certain amount per meal? Mr. Watson stated that of Caddo's \$20 million budget last year, \$12 million came from the Federal government. Ms. Harris explained the Federal government reimburses \$2.17 per free child, \$1.77 for each reduced child and \$.25 for each paying child.

Revisions to CPSB Policy FEB – Selection of Architect/Engineer. Ms. Priest stated her appreciation for the proposed changes to this policy; however, she still has some concern relative to Section III., Items m., n. and o. She said it especially appears "o." is open ended and somewhat weak. She asked if this area could be looked at more closely since this is an area we have been unable to insure minority and small businesses can capitalize on. She also asked that we look at Item K. where it states "where practical". Mr. Rachal asked that we add something in the scoring whereby the firms would agree to work with the engineering magnet component at one of our high schools and offer their professional experiences with our students in the magnet component. Mr. Rachal also stated he has discussed this with the board attorney who said he doesn't see where there would be any problems in doing this, so he is asking the staff to readdress the scoring and add this. Mr. Guin asked the superintendent if it is possible these concerns can be addressed and something placed in the mailout prior to the next meeting and Mrs. Tyler responded in the affirmative.

In response to Ms. Priest's request to address "o", Mr. Abrams explained that the charge to review Policy FEB was to come up with some basic criteria and the committee took the Policy itself which already contained some parameters for staff's scoring of the architects/engineers before presentation to the board, but there wasn't any type of grid to make certain the board's criteria was being adhered to. He added that as a result of the meetings, the question came up as to how to make certain that the important items the board desired to receive greater weight were and that the weight would allow them to come up to a minimum score and cited an example to explain. He said nothing relative to Opportunity Caddo was in the policy before, but the intent was to comply with what the board had directed through Opportunity Caddo in that there would be at least some measure whereby the contractors could measure whether or not the architects were interested in using Opportunity Caddo certified vendors and to come up with ideas of how they could use Opportunity Caddo vendors and thus get the points. He added this is only a scoring mechanism to determine whether or not these firms are really trying to use Opportunity Caddo vendors. Ms. Priest agreed it is good to lay out some ideas; however, we know this is an area where the opportunity is not there and all we need do is look at the numbers. She believes as a policy, we need to have some teeth put into this as to laying out the plan, you have the ideas, but what is the follow through and how do we insure that this happens.

Mr. Rachal said that what he is looking for is to give those in the engineering magnet component some internships or mentoring possibilities. He said along with Ms. Priest's discussion, he believes that what we have done with Opportunity Caddo is given those that come up with the ideas some bonus points; but from the other side of the coin, some individuals who are white males will believe they are being penalized. He believes its great we have figured out a way to quantify, but he believes staff has weighted it so it's more important that we have qualified companies doing the work.

Recess. Board President Guin called for a five-minute recess at approximately 6:12 p.m. and the meeting reconvened into open session at approximately 6:27 p.m.

Mr. Guin apologized to those in the audience waiting for personnel appointments that it is taking so long, but the board will attempt to get to that agenda as quickly as possible. He also explained that while the board has a policy whereby the special session could have been conducted first, it was not switched because of a scheduled lengthy tenure hearing, which has since been rescheduled.

Revisions to CPSB Policy JG-Student Discipline for SY 2007-08. Mrs. Tyler announced that additional information on the Fight Diversion Program is placed at board members' stations per request from Board member Crawley.

Mrs. Crawley stated she wants to understand the reasoning for the change in the first offense disciplinary action for Infraction #9 from mandatory 3 days to a discretionary suspension up to 3 days. Mr. Abrams said that is a committee recommendation. Dr. Mary Robinson, as the superintendent's representative on the Discipline Policy Review Committee, stated that administrators on the committee noted that often when fights are instigated and investigated, often times those involved are victims and are provoked to act and the suspension is an overdue punishment and doesn't fit the crime. She said that the committee, comprised of administrators, students, Central Office staff, etc. voted on this recommendation. Mrs. Crawley asked if the administrator decides if this is a bully type fight or if one is a victim? Dr. Robinson said that is correct. Mr. Abrams added we say instigating or initiating and they may not have been actually in a fight, and Infraction 10 covers an actual fight. Mrs. Crawley said it seems that one might not get as much punishment for instigating or initiating a fight as for actually fighting, Mr. Abrams responded that the determination of a self defense will be made on a case-by-case basis and one acting in self-defense should not be disciplined. Mrs. Crawley indicated it just says participating in a fight and she has always heard you cannot participate in a fight. Mr. Abrams stated he is still suggesting that a person acting in self-defense is not participating in a fight. Mrs. Crawley said, but he may punch him in self-defense. Mrs. Crawley asked the secretary to pull the Fight Diversion Plan approved by the board and on day 1 it says a student is suspended for five (5) days with the parent being called and does this mean if a student chooses to participate in the Fight Diversion Program, they are suspended five days, but our policy says 3 days, and if this is a conflict? Roy Murry, director of security, explained if a student is suspended for 3 days and chooses the Fight Diversion Program, the only day converted to ISS will be the third day – the first day they are suspended and they choose to participate in the Fight Diversion Program, the second day they attend the workshop, and the third day they return to school (ISS). Mrs. Crawley noted the five days stated in the Fight Diversion Program. Mr. Murry explained he understands and we will work with whatever the mandatory suspension is given by the school. Mrs. Crawley asked staff to look at the language so the Fight Diversion Program is consistent with the CPSB policy. Mr. Abrams explained that what is before the board is Policy JG and not the Fight Diversion Program; however, the board can request that the Fight Diversion Program be changed. Mrs. Crawley said she understands, but she only wants to point out that students are offered 3 days in one and 5 days in the other. Mr. Murry further explained the Fight Diversion is based on schools that arrest for fighting, because the other big option is the arrest is done away with, and it's only an option offered to the parents and students. This statement added to the policy is only to insure there is consistency and that the option is offered to all students/parents of students suspended/arrested for fighting. Mr. Murry said this program has proven to be very successful keeping students off the streets and in school. Mrs. Tyler responded she believes Mrs. Crawley is saying if we are going to do the Fight Diversion Program, the first offense needs to take out mandatory, because if the Discipline Policy is going to be changed to discretionary, the Fight Diversion Policy needs to be consistent. Mrs. Crawley stated it just seems to be a conflict. Mr. Abrams said this only applies to the first offense and more than likely, JG originally had 5 days and was amended to say 3 days, and JG will trump what the suspensions are and the Fight Diversion does not even need to say what the suspensions are, but the parent only needs to know when they sign up for the program what their options are and what happens when the student does go through the program. Mrs. Crawley asked when a student does opt for the Fight Diversion Program and they return to the school for ISS how is it coded with the state? Diane Atkins, director of child welfare and attendance, explained if a child is suspended for three days and chooses the Fight Diversion Program, the records will show a one day suspension and two days ISS. Mrs. Crawley asked the superintendent and staff to look at a letter board members received from a parent regarding dress code.

Mr. Guin asked Mr. Abrams if it is necessary to add an agenda item to update the Fight Diversion Program so it coincides with the revisions made to Policy JG? Mr. Abrams responded

it will not hurt to do so and place both of them together on the agenda. Mr. Guin requested that this item be added to #18 on the agenda for the 19th.

Mrs. Bell expressed her concern over students striking a teacher or other personnel and the punishment is the same as when carrying a weapon which is totally different. She said when a student strikes a teacher/employee, there needs to be a set number of days (9) rather than a range of days. She would also like for the committee to look at the employee filing the charges rather than the principal being the one to file the charges. Mrs. Bell also feels like the child (regular student) needs to be removed from that school and be placed in an alternative school. She believes rather than sending letters home by the children or calling the home, because the parents are not getting these notifications, the parent should be contacted to pick up the child and told why. Mrs. Bell said she also believes the parent should have to pay any court costs. She referenced the students' verbal language used against teachers and the need for this to be addressed. She asked that the committee relook at these issues. Mr. Abrams explained how we are constrained by state and Federal law and how striking a teacher can mean different things. He further explained Caddo has had several circumstances where there is a true striking of the teacher and some were inadvertent striking of a teacher and this is the reason for discretion as to what a principal can and cannot do. Mr. Abrams said whether or not a teacher can file criminal charges, in accordance with state law, the principal is the one who files the charges for an expulsion hearing and only until one goes through the expulsion process can a student be declared to go into an alternative school. He said under infraction No. 2, a student striking a teacher will receive the harshest punishment available and it's the same as possessing or using any instrument. Mrs. Bell said she still believes more needs to be added to it, as things are changing. She said we need to look back at the policy with definite days and the child needs to be removed from the school. She added she understands the difference between the regular ed and the special education child.

Mr. Guin asked if it is time for new membership and committee assignments to occur? Dr. Mary Nash Robinson stated that current committee members have been in place since the beginning of the current school year and have completed their first year. Mr. Guin asked which board member is represented on the Disciplinary Committee? Dr. Robinson responded Tammy Phelps.

Ms. Phelps asked about the Fight Diversion Plan and if school work is accepted? Dr. Robinson stated that it is. Ms. Phelps asked if it's across the board or left up to the teacher's discretion? Dr. Robinson explained when a student is assigned to ISS, credit is assigned for the work done while in ISS. Ms. Phelps asked if a teacher has the option not to accept the work? Dr. Robinson responded they do not have the flexibility; they must accept the work.

Mrs. Hardy asked if everything is in order so when a child is involved in the Fight Diversion Program, the Assistant Principal of Administration gathers the information and makes certain the parents are notified and given all pertinent information. She said she experienced a problem where the parent did not get the information and it resulted in stress and a lot of undue work on the parents. The person responsible for getting the information to the parent should act in a professional manner and get the information on the problem to the parent. She asked if it is stipulated in the plan that we make certain those over these situations do get the information to the parent? Mrs. Tyler said up until now, the option was up to the school, it was not mandatory; however with the proposed revision, the board is being asked to make it mandatory that schools use the Fight Diversion Program. If the board approves the revisions, every school (middle and high school) must use it. This is when seminars/orientations are held to train those who work directly with discipline in the schools. Mr. Abrams also stated that when this is passed, the Discipline Policy with the revisions will be included in the Blue Book so parents will have it.

Mrs. Crawford asked about striking or threatening a teacher and is it state law that the student must be removed from that school and placed in another school? Mr. Abrams answered that is correct and as he said earlier, inadvertent vs. someone intentionally striking someone and he understands the word strike can mean just touching or inadvertently hitting a teacher. In these circumstances, the courts will support the school's discretion used as to whether or not the child should be removed. He said he agrees the state law says what it says "striking a teacher"; however, he has also seen situations that have come forth where an elementary child, or someone age 6, throwing a tantrum, and the child inadvertently hits the teacher and the teacher wants the child removed from the classroom and the school. He said there should be some discretion in these situations to find some intent to strike. Mr. Abrams stated that the disciplinary rule itself

sets forth what the principal shall do and they give a minimum of three days and up to nine days. Then, they file charges immediately if the evidence is present. He said it will become more of a problem because NCLB (No Child Left Behind) is going to impose these new rules dealing with keeping the children in school, and he believes the Federal statutes will impose that we cannot use an arbitrary rule from the state to declare removal of a child anytime this happens. He said the committee has not looked at making any changes to it and the only changes brought forth are the ones they felt were urgent for the beginning of the school year and needed to be in the Blue Book. He added if the Board feels this needs to be revisited, and add some criteria, the committee can look more closely at it.

Mr. Rachal referenced Mrs. Bell's comment about language, and asked if there is anything in policy when a child uses unacceptable language? Mr. Abrams explained this is not the complete policy and he is certain there is something to address profane language in the policy. Mr. Rachal asked could these proposed changes be approved and if additional areas need to be addressed, these can be brought back to the board? Mr. Abrams stated this committee is an ongoing committee that meets to constantly bring up issues needing to come before the board.

Ms. Phelps asked that the magnet application be reviewed as to how fights in magnet schools are handled, is it an automatic dismissal from the magnet school? Dr. Robinson explained the Discipline Policy refers to all students in the district and there is no separate policy relating to the magnet students. Ms. Phelps asked if there is not an automatic dismissal for fights? Dr. Robinson answered there is not. Mrs. Tyler asked about dismissal from the school and explained that magnet contracts are not in keeping with the board approved policy, as the board approved the magnet programs with their contract and guidelines. Ms. Phelps asked is it they can be or are they? Mrs. Tyler stated if the contract says they should be, then that is what the principals follow. Ms. Phelps asked if it is different between elementary and middle schools? Mrs. Gunn stated that staff usually examines the contracts at the end of each school year for the beginning of the next school year. Ms. Phelps stated she understands, but referenced a concern that the state says automatic dismissal or is it an infraction? Mrs. Gunn further explained she and staff will pull the magnet contracts for clarity.

Mr. Abrams stated there is another policy dealing with the magnet schools and whether or not they can be removed from the school. He asked the board members to remember that magnet schools were put in place many years ago dealing with desegregation and in those policies, they have specific rules concerning how you can dismiss a child from a magnet school or there can't be an arbitrary decision. He said there should be a review process and the policy deals with whether or not a child is being wrongly removed from a magnet setting. Ms. Phelps asked Mr. Abrams if he is saying there is not enough grounds to remove a student from the school grounds and not renew a contract? Mr. Abrams responded that is not what he is saying, but that if one has a possession of a weapon, a bomb threat, etc. Ms. Phelps interrupted and said she is only asking about a fight. Mr. Abrams stated that the policy is followed. For clarity, Ms. Phelps said this is not exclusive grounds for not renewing a contract.

Mr. Guin said he believes the contract is not broken down by fighting, but it is by suspensions; thus, if the fight constitutes expulsion/suspension, it then would kick in at the total magnet to send them back to their neighborhood.

Mrs. Crawley asked about the \$50 for the Fight Division Program and if there are any provisions for scholarships to cover the \$50 if the child is financially unable to pay it? Mr. Abrams said only if someone volunteers to pay for it, as this is a Juvenile Court driven matter. Mrs. Crawley asked staff to look at this issue.

Report/Recommendation of the Focus Group on Comprehensive Enhancement Plan for Schools and Students. Mr. Rachal requested that the president consider calling a special meeting to address only this item. Mr. Rachal stated he knows this is an on-going matter, but referenced those areas of interest that the committee discussed. He stated that in Southeast Shreveport, over 6,000 homes have been built and there is only one school located in District 9. Mr. Rachal said he would like to see this issue addressed. He said this area needs to be looked at more closely for the possibility of a future school and would like to see this addressed in the Enhancement Plan. Mr. Guin asked that comments and questions be only around the item on the agenda and that is the report at board members' stations. Mr. Rachal stated he will debate that as the Enhancement Program is district wide and one of the things presented to the community. Mr.

Guin stated the agenda item is centered around the recommendation from the committee which is a report with four recommendations. Mr. Rachal explained he attended many of the meetings and this committee was one of the most well rounded, well represented committees he has ever seen. He said he appreciates all their efforts and believes the report is a good starting point.

Mrs. Bell asked about opening Ingersoll as the district wide overage center for elementary and middle school students; and since overage is one of her pet peeves, she expressed her concern about placing overage middle school students with elementary students. She asked about the possibility of George P. Hendrix as the location for the overage middle school students and offering them some type of life skills training.

Lieutenant Jackson thanked the board and the citizens for the opportunity to participate in developing a strategy for the future. He responded to Mrs. Bell's suggestion and that a part of it was beyond the committee's scope and explained the committee recommended Ingersoll because of its structure. He said the layout of Ingersoll is one the committee believes can facilitate both the elementary and the middle school students because of its configuration – the administration complex is located between two separate wings. Lieutenant Jackson explained the committee discussed and debated how these age groups can be put together and how it believes that an administrative team on this site will be able to manage the two separate age groups. He said with dwindling enrollment issues, it was necessary to look at how we can be more efficient. Mrs. Bell again stated she would like for the board to consider putting some job skills and some vocational training skills for overage middle school students at George P. Hendrix.

Mrs. Crawley asked the superintendent what type of motion or action is she expecting to be made at the next board meeting? Mrs. Tyler referenced the mailout and the recommendation from the committee at the top of page 2. Mrs. Crawley asked if the board will be asked to put these into effect next year. Lieutenant Jackson corrected the statement and it would be effective in 08-09 school year. Mrs. Crawley asked if it is not just to receive the plan, but to also enact the plan? Mrs. Crawley asked if there will be a map for Recommendation #4 before next week on the redrawing of district lines or is this something that will have to come back to the board? She asked is it correct the board will not be approving district lines when they approve the report? Lieutenant Jackson noted the documentation at each board member's station which provides some additional support and clarity as to why the committee made certain recommendations. He said the committee did not redraw lines, but only made a recommendation with the understanding that the staff and superintendent will do the necessary work.

Mrs. Armstrong pointed out that the action the board will take is to accept the committee's report, as originally Mr. Burton's primary concern was that the feeder pattern proposal for BTW be addressed. She said as the committee met and refocused, the original concerns expanded to include other things, i.e. overage centers. Regarding the redrawing of district lines, she asked if any action taken by the board must go to the Justice Department for approval? Mr. Abrams explained that district lines do not have to go to the Justice Department any more. Mrs. Armstrong also expressed her desire to have a separate meeting to allow for more open discussion when the board begins addressing the issues recommended in the Enhancement Committee's report. Mr. Guin responded there is no way he can properly respond to that question, but if that is the motion the board puts on the floor and approves it, he will set up an additional meeting. Mrs. Armstrong said there are other issues needing to be addressed in addition to the recommendations made by the Focus Committee. Mr. Guin asked if Mrs. Armstrong is requesting a separate work session to address all the other issues? Mrs. Armstrong answered in the affirmative, to which Mr. Guin stated a meeting could absolutely be scheduled for that purpose.

Mrs. Crawford asked if she understands correctly that all the board is being asked to do at the next board meeting is to adopt the four recommendations that the committee has presented to the board? She said if that is all there is, there is a problem, because if the board comes back to talk about costs and attendance lines, etc. and is told that the board approved the initial report.

Mrs. Tyler explained the reason the committee put *possible* implementation is because if the board accepts the report, the board would then direct superintendent and staff to look at the cost, district lines, etc. and bring back how the recommendations might be implemented. She corrected that the discussion began at BTW's dwindling population, because in February 2006, the board asked the public to come in and give feedback which is when it grew to a district wide

project. Secondly, Mrs. Tyler said the committee discussed with staff and the staff discussed with them that the intent was for the board to possibly look at implementing these based on what staff brings back to the board. She said there will be a lot of details to address and bring before the board on a one-on-one basis, and this is why she believes the possible implementation is the 08-09 school year. Lieutenant Jackson agreed with Mrs. Tyler's explanation that it's by the 08-09 school year. Mrs. Crawford said she understands the work that went into this project, but she is unsure that the explanation given is the actual information asked. Mr. Guin said that Mr. Abrams suggested the board accept the report along with the recommendations as presented and charge the superintendent and staff to bring back to the board at a later time what is required to implement these. Mr. Guin added he appreciates the work done by this committee; however, before voting on this, it has to be also recommended by the superintendent, because she is the one the board will hold accountable.

Mr. Jackson stated the committee did not operate under any illusion the board would carte blanche this report and/or recommendations and is why the committee gave the lead time it did.

Ms. Phelps said she didn't know what direction the committee was going nor what to expect. She, too, expressed her appreciation for all the work the committee put into this report and in looking at the recommendations, feels she was expecting a little more. She asked about the recommendation for the feeder program that has been on the agenda under the superintendent's report. She also stated she was unaware that the lines had to go before the Justice Department and that she understood we were waiting on this. Since we don't have to take it to the Justice Department, she believes this is something we could have addressed a year ago. Ms. Phelps also stated that in talking with members of the committee, she said it was somewhat awkward since it was as though the board should have been having the discussions the committee was having. She said the overage center and the feeder pattern have been a concern of the board for the past four years and she believes it is the board's responsibility this has not been addressed before this time. Ms. Phelps indicated she wished to go on record that the board has some responsibility of sitting on some of these items and she understands that the proposal (drawing of lines) is the board's responsibility. Mr. Abrams said that is correct. Ms. Phelps asked if we can do as much as possible before 08-09 as when it first started, we were to have recommendations for 07-08. She doesn't think the process for these two issues should be very long and believes time is of the essence. She asked Mr. Burton about his thoughts on the merger.

Mr. Burton responded it is not a merger yet, but only a report and recommendation from the committee. He said the report is not a motion, but a document to be discussed by the staff and staff will bring something to the board for consideration, whatever is feasible. Ms. Phelps said she understands reports and she understands recommendations and this is a work session and this is a time for dialogue and that is why there is a presentation today. She said she is not looking to staff to do what they need to do, but thought it was worth the conversation to see what the thoughts were.

Ms. Priest thanked the Focus Group for their hard work in meeting and compiling the report brought to the board. Regarding this report, Ms. Priest stated she would like to go on record regarding the feeder pattern, as it relates to Booker T. Washington and J S Clark, and the fact that both school are in the same neighborhood, and in looking at the feeder pattern, J. S. Clark as well as B. T. Washington and the neighborhood population is dwindling. She added she plans for the board to look at this report and bring back details as to how we can make an impact on Booker T. Washington and its growing population.

Mr. Burton again thanked the committee and staff for their hard work. He explained he intends to bring a motion to accept the report and that it be turned over to the superintendent, because one thing that will need to be done is the recommendations will need to go to the community.

Mr. Ramsey thanked the committee and echoed Mr. Burton's comments. He noted that many of the recommendations were not a surprise as they are problems that have needed addressing for a long time.

Mrs. Hardy also thanked the committee for their work. She said she is very grateful and congratulates the committee for a fine job.

Mrs. May also thanked the committee for their work.

Lieutenant Jackson introduced the members of the committee and asked them to stand as he introduced them: Kaye Cochran, District 1; James Carter, District 2; Mim Larsen and Kevin Hurd, District 4; Earnestine Coleman, District 5; Jerry Yarbrough, District 6; Rev. Raymond Green, District 7; Karen Black, District 8; Vera Jones, District 9; Janie Moran, District 10; Kenneth Myers, District 11; Isaac Pamplin/Tammy Smith, District 12; Scott Hughes, Bobby Madison, Nell Shehee, Dr. Jeane Nichols, Members-at-Large.

Resolution in Support of HR648. Ms. Phelps explained this resolution deals with the No Child Left Behind and as a collective body across the nation, she shared with the members of the board a list of the school districts in the nation that have passed a resolution in support of the changes NSBA is supporting. She said she provided information earlier and will also obtain a list of changes the NSBA is supporting and the main area is giving the state more flexibility as it relates to the way we deal with AYP subgroups. Ms. Phelps said the changes in the Choice Schools and the subgroups, is just an attempt to give the states some flexibility to make some local changes. She explained the resolution in the mailout is a general resolution and she would like the board's support. She said this will also be considered by LSBA on Friday and individual districts will be asked to support this Resolution.

High School Performing Arts Program. Ms. Phelps stated her appreciation of the presentation and she would like to see the program enhanced as much as possible, and asked that the school develop a curriculum and a budget to do so. Mr. Guin asked Ms. Phelps if she would have anything in the mailout for the board meeting? Ms. Phelps said she will get with the superintendent.

Mrs. Bell said she would like to ask for more money for the performing arts program at Green Oaks School and full time instructors where there are none.

Mr. Rachal asked Ms. Phelps if she will be requesting funds? Ms. Phelps responded she feels certain when she gets with Mrs. Tyler to request the information Green Oaks will need to further enhance the program, this will be requested also.

Ms. Phelps asked the superintendent about a copy of the survey that was distributed to the drama teachers at the high schools regarding their needs, and asked if there is any feedback to be shared with the board? Mrs. Tyler indicated something was sent in the Weekly Briefing. Ms. Phelps said on the numbers and the needs, but she doesn't know what was addressed at any of the schools, if anything. Mr. Thomas said the committee met several times throughout the year and the committee has not finalized its recommendations for the program. Ms. Phelps asked if we did not do anything with the data collected last year? Mr. Thomas said the physical plants were looked at, but in terms of the other recommendations they have not been finalized and submitted to the superintendent. Ms. Phelps again asked if we did not address anything on the survey? Mr. Thomas said he could not respond, since he did not have the survey in front of him, but some of the issues were addressed. Ms. Phelps asked for a list of the questions that was on the survey.

Dual Enrollment Policy. Ms. Phelps asked the superintendent if she understands correctly that we are working on which Caddo teacher(s) would qualify to teach Dual Enrollment in our selected schools, i.e. the teacher would become an adjunct teacher?, and is there any information that can be shared with the board at this time on implementing Dual Enrollment in all the high schools? Mr. Thomas explained staff met with the Information Technology Department and a list of all the high school teachers with their masters degrees is being compiled to look at needs for Dual Enrollment. Ms. Phelps asked about the expansion of registration dates and getting information to the community as soon as possible. Mr. Thomas said the information was shared with principals and will be discussed with the high school principals at a meeting on Friday.

Mr. Ramsey shared his support of Dual Enrollment, particularly where the application works, and asked the superintendent if there will be any additional staff requirements? Mrs. Tyler indicated she was not sure and deferred to Mr. Thomas who explained it will be necessary to look at the marriage between what the requirements are for teaching Dual Enrollment, the teacher certifications, and the teacher's desire to do this. Mr. Ramsey said the principals are in a key role in this program in managing Dual Enrollment, Virtual classrooms, Distance Learning, etc. to fit together and provide additional educational opportunities/college credits and we don't want to have Dual Enrollment just for the sake of having Dual Enrollment, but want to make sure

it works. Mr. Ramsey said he is interested in hearing the impact Dual Enrollment will have on the budget, staff, etc.

Mrs. Tyler said staff will talk with the principals school-by-school to see what course offerings can be paired with the university or community college to get the Dual Enrollment credit and to determine the interest at each particular school. She said she believes that Ms. Phelps wishes to make sure every child in high school is given the opportunity and that they understand the opportunity is there. Mr. Ramsey asked about the funding and that the state doesn't recognize all these programs, but we are only funded x amount of dollars per student. Mrs. Tyler answered that is correct; it is a local responsibility.

Mrs. Crawley asked if any schools will be exempt from Dual Enrollment and will all schools participate? Mrs. Tyler said all will have the opportunity. Mrs. Crawley asked why a school may not participate? Mrs. Tyler said if there are not any children interested in participating.

Ms. Phelps stated there is no cost or funding needed from the district to provide a Dual Enrollment class and when Mr. Thomas brought the opportunity, we began to look at how many teachers are qualified to teach the class as an adjunct teacher and be paid by the university. She said the universities also provide teachers to go into the high school classrooms and teach the students.

Mr. Abrams indicated he would look at the legal issues concerning a teacher working for and being paid by Caddo Parish School Board and being paid by someone else at the same time.

Ms. Phelps said there is a contract in place with some schools already participating, and it is time for the issue to be addressed.

Mr. Guin asked Ms. Phelps if she will have documentation and a motion? Ms. Phelps explained the board passed a policy making Dual Enrollment available to the students. She said it is very evident, and that is her reason for bringing it up again, it was not offered in every school this past year. She said the information she gathered was through Roy Thomas and what the committee is considering at the present time. She said a student has to take English and Math in order to graduate (core classes) so why not offer the opportunity for the student to also get college credit. She explained Louisiana is already far behind and it is mind boggling to her to have a conversation such as this when other states are so far ahead of us, and she only wants Caddo to get on the band wagon of offering to our students as many opportunities as possible.

Mr. Ramsey asked the superintendent and staff to provide a report on additional costs to implement Dual Enrollment.

Mrs. Bell said she appreciates the teachers having the opportunity make some extra money because usually the Dual Enrollment classes are taught by the professors on the college campus.

July Board Meeting. President Guin stated that traditionally the board cancels the work session in July and has a combined work session/board meeting. He will be asking the board to approve only one meeting in July on July 17th.

Superintendent's Report. Mr. Burton asked that 23(f) become an agenda item. Mr. Rachal asked that 23(k), (w) and (x) be removed from the agenda. Mrs. Crawley asked that 23(g) be removed from the agenda. Mrs. Armstrong requested that items 23(l), (p), (q) and (r) be removed from the agenda. Ms. Phelps asked that relative to Item 23(y), she was not asking for any information that we do not have, but is requesting the number of students in summer school which gives us the number of students that did not pass and the students that went on to the next grade level from the various schools. Mrs. Tyler explained that she only read her request from the recap. Mrs. Gunn explained that this report is not back from the state as of yet. Ms. Phelps indicated she is not asking for that much additional information. She said the number of students in summer school now obviously did not pass the LEAP or some part of the GEE, correct? Mrs. Gunn said that is those who chose to attend summer school, as we may have some who chose not to attend summer school. She asked, i.e. the number of students at Linwood who obviously passed the LEAP and went on to 9th grade as well as a list of those who did not pass. Mrs. Tyler explained if that is what Ms. Phelps is requesting, staff will be glad to provide her with the requested information. Mrs. Gunn said she hasn't received the clean-up report to date. Ms.

Phelps indicated she did not need the clean up report, but only like it was received at the schools, the number who passed and the number who didn't at the 12 priority schools. Mrs. Bell requested that 23(h) be removed from the agenda and she doesn't understand the information received on 23(o) so she would like to meet with the superintendent's staff and principal. Mrs. Bell thanked the superintendent for the resolution to present to the family of the Huntington High School student killed and asked that this item be removed from the agenda.

Announcements and Requests

Mrs. Hardy asked the superintendent to look at parking at Linear Middle School and the available property adjacent to the school for a parking lot.

Mrs. Bell asked the superintendent to look at possibly adding the Multi-Cultural Center to the 6th grade curriculum as an incentive to enhance World History and promote academic achievements.

Mrs. Crawford asked that Mrs. Tyler survey the high schools about Long Distance Learning teachers. The superintendent stated she will get with staff and bring back recommendations to the board. Mrs. Tyler also added that everything we look at is money and she just understood we were going to look at raises first.

Ms. Phelps thanked the superintendent for the information to introduce the Linwood student at a board meeting for a perfect score in Math. She said with the magnet schools, it is expected that the students will do well; but with Linwood being a High Priority school and this student getting a perfect score, she would like to see him recognized, and not everybody.

Mr. Guin announced that the Superintendent put a task force together and he challenged this task force and the superintendent to review policy as it relates to language and how it applies to disciplinary measures when coaches use inappropriate language on the playing field. He also touched on the attitude that this is expected and he believes it is wrong to think this way and cited media coverage of coaches who said they do not use that type of language.

CONFIRM THE AGENDA AND CONSENT AGENDA

Mr. Guin recommended items 10-11, 13-14, 16-17, 20-21 and 24 as the consent agenda. *Mr. Burton moved, seconded by Mrs. Crawford, acceptance of the agenda and consent agenda for the June 19, 2007 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on the Discipline Policy and the Juvenile Justice Fight Diversion Program, referencing state law 17:416 which states that teachers are to hold students strictly accountable for their behavior. Ms. Lansdale noted this because teachers do not make decisions to suspend students, as their charge is to attempt to provide academic information in a classroom, but to cite children based on the CPSB policy for their disciplinary infractions on a board-approved form. She added the board passed this policy based on state law and parish policy and hopefully for what the board believes is right and good in the classroom and what teaching and learning is allowed in that classroom. She asked the board to support the teachers by making sure there are clear and concise policies that are not confusing. Ms. Lansdale also stated that on the Fight Diversion Program, a grievance came forward in which she heard two great incongruities tonight in testimony as opposed to what she heard in the grievance. She added if not corrected, she will bring this back to the board in open session. Ms. Lansdale also said teachers and support employees need board members to make certain all employees are in a safe and secure environment, and referenced state law that addresses assault and battery, not striking, and there is a difference. She encouraged the board to review this and change the language from striking to battery, because battery is the intent to harm someone and states you must be removed from the school building and not come back pending the outcome of the school board hearing and striking can be interpreted many ways.

Adjournment. *Mr. Burton moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 8:26 p.m.*

June 19, 2007

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, June 19, 2007 with President Phillip Guin presiding and the following school board members present being a quorum: Eursla Hardy, Willie Burton, Charlotte Crawley, Lola May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Ollie S. Tyler and Legal Counsel Reginald Abrams. Board member Barry Rachal led the prayer and the Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE MAY 15, 2007 AND JUNE 5, 2007 CPSB MEETINGS

Mr. Burton moved, seconded by Ms. Priest, to approve the minutes of the May 15, 2007 and June 5, 2007 CPSB meetings as submitted in the mailout. Vote on the motion carried unanimously.

PUBLIC HEARING – REVISIONS TO CPSB POLICY JG-STUDENT DISCIPLINE

President Guin declared the public hearing open on the proposed revisions to CPSB Policy JG-Student Discipline. There being no speakers, Mr. Guin declared the public hearing closed.

ESTABLISHING THE AGENDA AND PROPOSED CONSENT AGENDA

Mr. Guin announced items 22 “*High School Performing Arts Program*”, and 23 “*Dual Enrollment Policy*” are postponed, and the personnel recommendation for director of classified personnel is pulled. Mr. Guin also announced he would like to reverse the two items under Executive Session so (2) Tenure Hearing for a Tenured Teacher is heard prior to (1) the Employee Personnel Matter. He declared Items 10-14, 16-18, 20-21 and 24-25 as the consent agenda.

Mr. Burton announced that in view of the many calls he has received regarding the agenda item on the report and recommendations of the Focus Group on Comprehensive Enhancement Plan for Schools and Students, he wanted to clarify the only action the board is taking at today’s meeting is accepting this committee’s report.

SPECIAL RECOGNITIONS/PRESENTATIONS

On behalf of the CPSB and staff, Burnadine Moss Anderson, executive assistant to the superintendent/communications, made the following special recognitions. The president and superintendent greeted and presented each honoree with a certificate/award for their outstanding accomplishments. Parents, school administrators, staff and other guests also were recognized.

Caddo School Counselors of the Year 2007. The following were recognized as Caddo’s School Counselors of the Year 2007: (1) Melissa Williams, elementary; (2) Christina Gremillion, middle school; and (3) Sherri Moss, high school. Sharon Burford is the coordinator of this program.

Caddo Parish 8(g) Competitive Grant Winners for SY07-08. The following were recognized as Caddo Parish 8(g) Competitive Grant winners for the 07-08 school year: Lebanon Driggers, C. E. Byrd High School, CBEES - \$100,000; Gina Hahnel, Eden Gardens Elementary, \$100,000, Pre-Write to Megabyte, \$100,000; Angela Douglas and Belinda Stewart, Forest Hill Elementary School, Math 4REAL, \$100,000; Annette Williford, Captain Shreve High School, Swampology Reads, \$100,000; Cheryl Hackney, Shreve Island Elementary School, BEAM, \$60,593; Kasie Mainiero, University Elementary, KinderSprout, \$99,975. Mrs. Anderson announced that winners brought to Caddo the largest amount of 8(g) grant dollars in the state.

Mrs. Anderson also announced that the school-based recognitions will be done when students return to school in the fall.

Caddo Parish Retirees (Certified & Classified). Breanke Mitchell noted that the 2007 certified retirees represent a total of (those present and those not) 3219 years of service. The following were recognized: Dona Amidon, personnel administrator, 25 years; Learohn Caldwell,

supervisor of elementary physical education, 37 years; Dr. Jane Ducote, supervisor of libraries, 38 years; Mrs. Margaret Thompson, supervisor of English/CODOFIL, 32.5 years; Marilyn Caldwell, principal, Summer Grove, 37 years; Sandra Denmark, principal, Judson Fundamental, 34 years; Marvin Hite, assistant principal, Captain Shreve, 32 years; June Moore, assistant principal, Caddo Magnet, 33 years; Joyce Patton, assistant principal, Caddo Middle Magnet, 32 years; Marilyn Jackson Williams (spouse of Beachman Williams, assistant principal, Oak Terrace/J. B. Harville, deceased); Diane Aldin, teacher, Caddo Middle Magnet, 20 years; Marion Ashley, teacher, Caddo Middle Career & Technology, 34 years; Betty Banks, teacher, Lakeshore, 32 years; Carol Barnes, teacher, Arthur Circle, 36 years; Ruthie Battiste, Project LIFT, Title I, 33 years; Elbra Cole, ROTC Instructor, Captain Shreve, 26 years; Jeannette Cook, teacher, University, 33 years; Grace Cooper, librarian, Linwood, 40 years; Ethel Davis, teacher, Huntington, 37 years; Judith Dodd, counselor, Youree Drive, 27 years; Cindy Dolch, teacher, A.C. Steere, 7 years; Phyllis Garner, teacher, Fair Park, 33 years; Patricia Griffin, instructional coordinator, Fairfield Elementary, 34 years; Ola Harris, teacher, Turner Elementary/Middle, 32 years; Alton Hortman, teacher, Huntington, 5.5 years; Rosie Johnson, teacher, Summerfield, 33 years; Glenda Johnston, counselor, C. E. Byrd, 28 years; Joyce Law, teacher, Southwood, 15 years; Linda Lemon, speech therapist, Itinerant Speech, 31.5 years; Linda Mashell, reading interventionist, Caddo Heights, 34 years; Bob Moore, teacher, Linwood, 10 years; Cheryl Rawls, teacher, University, 30 years; Deloris Redden, teacher, Ingersoll, 30.5 years; Lucille Johnson, mother of Kollette Sacks, 3.5 years; Bethyn Self, teacher, Atkins, 16.5 years; Billie Spruill, military instructor, Bethune Academy, 16 years; Katherine Stroy, teacher, Oak Park, 12 years; Donald Walters, band director, Bethune Academy, 31 years; Billy Wayne, teacher, Linwood, 33 years; Carol Webb, teacher, Timmons, 17 years; Sylvia Wilkerson, teacher, Judson Fundamental, 33 years; Morris Williams, teacher, Queensborough, 21 years; and Edwina Wise, teacher, 81st Street ECE, 12 years.

Classified Retirees. Eva Monroe announced that the 91 classified retirees during 2007 total 2,139 years of service to the district. Retirees present and recognized were Patricia Evans, supervisor of accounting, 37 years; Jacquelyn Solomon, director of food service, 24 years; Judy Trout, personnel administrator, 29 years; Rebecca Williamson, secretary, 31 years; Ben Wreyford, director of finance, 32 years; Linda Brown, food service manager, Booker T. Washington, 34 years; Annie Brown, food service manager, Byrd, 24 years; Lois Brown, food service technician, Midway, 24 years; Beverly Fuller, food service technician, Keithville, 16 years; Jimmy Wallace (in memory of his wife Sherry Wallace, food service manager, Byrd, 12 years); Mildred Bowman, teacher aid at Oak Park, 32 years; Ira Davis, security technician, 37 years; Susan Guin, secretary, Caddo Career Center, 31 years; Sharon Hite, teacher aid, Ingersoll, 23 years; Mary Johnson, clerk, Shreve Island, 19 years; Vin O. Baker (in memory of her son Kevin Joseph, security coordinator, Northside, 8 years); Toni Williamson and Orville McEachern (in memory of their father, Jimmy McEachern, security coordinator, 7 years); Lawrence Player (in memory of his daughter, Sherita Player, teacher aid, West Shreveport, 7 years); Mary Raye, teacher aid, Booker T. Washington, 14 years; Winniefread Samuels, teacher aid, Ridgewood, 30 years; Marilyn Seely, bookkeeper, Huntington, 22 years; Patsy Stewart, library clerk, Herndon, 10 years; Robert Adams, head custodian, Eden Gardens, 22 years; Brunson Bowman, truck driver, 34 years; Maurice Law, head custodian, Newton Smith, 24 years; Melvin Murf, crew chief, 37 years; Jacqueline Nation (in memory of her husband Ivory Nation, assistant custodian, 4 years); Sammie Randle, head custodian, Southern Hills, 10 years; Larry Small, head custodian, Green Oaks, 27 years; Samuel Stewart, Jr., crew chief, 17 years; Loretta Turner, Custodian II, Youree Drive, 13 years; Ivory Whitaker, Jr., head custodian, Caddo Middle Career & Technology, 25 years; Louvenia Williams, assistant custodian, Keithville, 33 years; Regina Williams, (in memory of her husband, Gilbert Williams, Jr., head custodian, Caddo Middle Magnet, 7 years); Wanda Cate, bus driver, 13 years; Jean Davidson, bus driver, 33 years; and Betty Davis, bus driver attendance, 27 years.

Recess. The board president called for a five-minute recess at approximately 5:05 p.m. to allow those not wishing to stay to exit the board room. The board reconvened at approximately 5:15 p.m.

VISITORS

Curtis Hooks addressed the board on his disappointment in the lack of support he received as principal from the Central Office staff; and that just because he is retiring, he is not going away, as he has grandchildren coming into the system.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on concerns of the Federation. She stated it appears that HB1, the appropriations bill, will pass and the pay raises (\$2375 for certified and \$750 or an amended \$1000 for support employees) submitted in the Governor's budget will be seen. Mrs. Lansdale said the economic growth is dependent upon the ability of those in the region to increase purchase of goods and services, which is made possible by higher wages. She said with the identification of state funding, they anticipate and look locally to the board and administration to adjust the local salary schedules and make them more competitive with surrounding parishes. She asked that the Federation, who represents 2000 teachers and support employees, be given the opportunity to provide input into this process and to be made aware of the total recurring local dollars being set aside for the purpose of adjusting the salary schedules. Mrs. Lansdale also referenced comments from the last speaker and the fact that no one likes to have 911 calls; however, no one should have to do that, as there should be a fair and above board process to investigate internally, and all employees should be treated the same.

CONFIRM THE CONSENT AGENDA

Mr. Burton moved, seconded by Mrs. Hardy, to approve the Consent Agenda as presented. Vote on the motion carried unanimously. The following is a summary of the board's action on items categorized as the consent agenda:

Agenda Item No. 10 A., B., C. and E.

Personnel Recommendations. Per request from the superintendent, Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following personnel appointments as recommended by the superintendent and approved by the board: (1) Pam Bloomer, principal, Summer Grove Elementary; (2) Betty Jordan, principal, Bethune 6th Grade Academy; (3) Mitzi Nix, counselor, Walnut Hill; (4) Michael Bottoms, counselor, Southwood High School; (5) Steve Lewis, counselor at Byrd High School; (6) Melinda Kay, counselor, Byrd High School; (7) Eleanor Clark, assistant principal, Ridgewood Middle School; (8) Mary Snowden, CNP supervisor – menu planning; (9) Catherine Smith, supervisor of libraries; and (10) Shelita Cannon-Hoey, supervisor of instruction – elementary social studies. These appointments will receive the appropriate salary as reflected by the Caddo Parish School Board Salary Schedule applicable to the position to which they are appointed.

Requests for Leaves. The following requests for leaves were approved as recommended by staff and included in the mailout.

Certified

Sabbatical Leave (Study), August 10, 2007-May 23, 2008

Amanda Grindstaff, Teacher, Forest Hill Elementary, 8 years

Sabbatical Leave (Study), Fall Semester 2007

Sherrie Gaddie, Teacher, Fairfield Magnet, 16 years

Virginia W. Marks, Teacher, Oak Terrace/Rutherford House, 15 years

Rhonda A. Cross, School Psychologist, Special Programs Center, 20 years

Krista L. Wilburn, Counselor, University Elementary, 11.5 years

Sabbatical Leave (Medical), Fall and Spring Semesters, 2007-2008 school year

Mary Margaret Richard, Librarian, E. B. Williams Stoner Hill, 17 years

Classified

Leave Without Pay, August 13 – August 23, 2007

Joan Lurie, Teacher's Aide, Shreve Island Elementary, 14 years

Other (Hiring, Assignment Changes, Separations & Resignations). The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of April 24, 2007 – May 25, 2007 as recommended by staff and included in the mailout.

Renewal of Administrative Contracts. The board approved the renewal of administrative contracts as recommended by staff and included in the mailout.

Agenda Item No. 11. A., B., and C.

Bids. The board approved the following bids as recommended by staff and included in the mailout on the bid tabulation sheets: (1) AFP Industries, Inc. totaling \$627.08; Business Stationers totaling \$426.53; Corporate Express totaling \$27.95; Hammond & Stephens totaling \$1,454.52; National Art & Supply totaling \$1,218.94; Office Depot, Inc. totaling \$8,316.61; Paula's Educational totaling \$499.80; Pyramid School Products totaling \$38,609.29; S&S Worldwide totaling \$3,438.97; Standard Stationery totaling \$3,451.39 and The Tape Co. totaling \$450.03 for M&S Classroom Supplies; (2) Ace Office Supplies totaling \$116.61; Corporate Express totaling \$3,727.93; Office Depot totaling \$5,066.84; Prairie Carbon totaling \$13,459.50; Pyramid School Products totaling \$22,472.84; School Specialty totaling \$836.79; Scott Electric totaling \$1,287.09 and Standard Stationery totaling \$5,052.86 for M&S Office Supplies; (3) AFP Industries, Inc. totaling \$12,975.51; Office Depot totaling \$3,414.89; Pyramid School Products totaling \$731.14; Quill Corporation totaling \$3,834.98; School Specialty totaling \$9,835.28; Standard Stationery totaling \$12,050.74 and Windtree Enterprises totaling \$5,886.60 for M&S Paper Supplies; (4) Corporate Express totaling \$7,256.69; National Art & School Supply totaling \$21,628.02; Pyramid School Products totaling \$7,733.29; School Specialty totaling \$6,376.74 and Standard Stationery totaling \$7,321.53 for M&S Teaching Supplies; (5) Avanti Enterprises, Inc. for a 22% discount for Periodicals for All Schools; (6) Area Wholesale Tire Co., Inc. totaling \$177.50 unit price for Truck Tires; (7) FleetCor Technologies for Fuel and Automated Fuel Management System; (8) C. F. Biggs co., Inc. totaling \$530 for M&S Digital Duplicator Supplies; (9) Scott Electric for 88% discount from standard catalog list for Projector Lamps; (10) Blue Bell Creameries totaling \$107,460 and the bid of Foremost Dairy totaling \$2,353,784 for Milk and Dairy Projects; (11) Cotton Baking Co., Inc. totaling \$210,000 for Bread and Bread Products; and (12) Foremost Dairy totaling \$684,000 for Fruit Juice

Request to Advertise for Bids for Agriculture Lease of Walnut Hill Property. The board approved staff's request to advertise for bids for the agriculture lease of Walnut Hill property as included in the mailout.

Capital Projects/Construction. The board approved the following bids as recommended by staff and included in the mailout or placed at stations, on the bid tabulation sheets: (1) John Gibbs Roof Systems with a Base Bid for the sum total of \$167,284.00 for Project 2008-222, "Fair Park Roof Bldg. F, Gym Bldg.;" and (2) Tri-State Aluminum with a Base Bid, for the sum total of \$129,654.23 for Project 2007-228A, "Woodlawn Roofing, Phase II (Bus Canopy)".

Agenda Item No. 12

Appointment of Official Journal. The board approved the appointment of *The Times* as the official journal for the 2007-2008 year as recommended by staff and included in the mailout.

Agenda Item No. 13

Adoption of Millage Rates for Tax Year 2007. The board approved the adoption of the resolution setting the millage rates for the 2007 Tax Year as submitted in the mailout.

Agenda Item No. 14

Property and Casualty Insurance Renewals 2007-2008. The board approved the 2007-2008 property and casualty insurance renewals as recommended by staff and included in the mailout.

Agenda Item No. 16

Norris Ferry Community Church Request. The board approved the request of Norris Ferry Community Church for a long term lease of the auditorium at South Highlands Elementary Magnet beginning June 24, 2007 every Sunday from 8:00 a.m. to 12:00 p.m. until construction is complete on their new church facility.

Agenda Item No. 17

Revisions to Personnel Evaluation Plan. The board approved the proposed revisions to the Personnel Evaluation Plan as recommended by the Personnel Evaluation Plan Steering Committee and submitted in the mailout.

Agenda Item No. 18

Revisions to CPSB Policy FEB – Selection of Architect/Engineer. The board approved the proposed revisions to CPSB Policy FEB as recommended by staff and included in the mailout.

Agenda Item No. 20

Report/Recommendations of the Focus Group on Comprehensive Enhancement Plan for Schools and Students. The board approved receiving the report and recommendations of the Focus Group on Comprehensive Enhancement Plan for Schools and Students and that the superintendent and staff bring back to the board for consideration the requirements for implementing the committee's recommendations.

Agenda Item No. 21

Resolution in Support of HR648 (NCLB). The board approved the resolution in Support of HR648 as submitted to the board.

Agenda Item No. 24

July Board Meeting. The board approved cancelling the July executive committee work session and holding only one meeting in July on July 17, 2007.

Agenda Item No. 25

Feasibility of 7th Grade Students Participating in Shreveport Police Youth Cultural Day. The board approved Caddo's 7th grade students participating in the Shreveport Police Cultural Day on October 11, 2007.

MEAL PRICES INCREASES FOR 2007-2008

Mr. Burton moved, seconded by Mr. Ramsey, to accept the meal prices increases as recommended by staff. Mrs. Bell said she cannot vote for an increase in the meal prices as she feels we should not increase the meal prices because the students are not getting full meals; and if we are going to increase the price, she needs to see a full course balanced meal for the students. Ms. Phelps commented on the information provided on the meal plans and the limits on the extras. She said she is concerned because at the last meeting there was some limits at each school and the latest information provided states there are no limits on the extras. Ms. Phelps said she was bothered by the recommendation of not limiting the number of ice creams, and based on the fact that if parents want their children to purchase two or more ice creams and are told they cannot, this could create parent concerns. She said she doesn't know how to take this from staff and doesn't believe it would be a big concern of parents in elementary schools to limit ice creams for nutritional lunches and if we are not going to put a limit on 50 cent ice creams, why would we increase meals by 25 cents. Mr. Burton moved to call for the question, seconded by Mrs. Hardy, to end debate. Vote on the motion carried with Board member Crawley opposed and Board members Guin, Hardy, Burton, May, Phelps, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

Vote on the main motion failed with Board members Crawley, May, Phelps, Crawford, Armstrong and Bell opposed and Board members Guin, Hardy, Burton, Priest, Rachal and Ramsey supporting the motion.

REVISIONS TO CPSB POLICY JG-STUDENT DISCIPLINE FOR SY 2007-08 AND FIGHT DIVERSION PROGRAM

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, stated that at the last meeting, she spoke about concerns being addressed in a grievance and if not resolved, the grievance would be brought to the board. She expressed appreciation to the Level III officer for her objectivity and willingness to resolve the issues (two dispositions on one infraction) brought forth; and because of this, it will not be necessary to bring this grievance forward to the board. Also, she brought forward an issue on the disciplinary policy itself and noted differences between the policy and the state disciplinary statute. She said employees are very dependent on the board to make good and wise choices relative to the disciplinary policies, and asked that the board relook at these concerns before putting them out to teachers and school employees. She encouraged the board members to look at changing the wording from striking a school teacher to battery of a school teacher.

Mr. Burton moved, seconded by Mrs. Hardy, to approve the proposed revisions to CPSB Policy JG-Student Discipline for SY2007-08 and the Fight Diversion Program as recommended by staff and submitted in the mailout. Mrs. Crawford stated her concern of the discretionary suspension of three days and it would be better if it remains mandatory 3 days so you don't get caught in a trap. Mr. Guin stated that in the latest mailout there was an amendment made by the superintendent to remove that recommendation and refer it back to the committee. Mrs. Crawford apologized to the superintendent for missing this amendment. Ms. Phelps stated she was trying to find that change as well and asked if it is the one sent on June 13th where it will go back to the committee? Mrs. Tyler answered it is. Ms. Phelps asked for clarification as to what the board is being asked to vote on, and if Dr. Robinson can share an update with the board? Dr. Mary Nash Robinson stated that board members received in correspondence dated May 30, 2007, four recommendations from the Discipline Policy Review Committee. She further explained that since there were some concerns expressed by the high school principals regarding Recommendation #1 and changing the mandatory suspension to a discretionary suspension, the superintendent is recommending sending this back to the committee for further consideration. She explained the board is only being asked to approve today Recommendations #2, #3 and #4 and she highlighted the details of each of these recommendations. Mrs. Bell asked who makes the choice to participate in the Fight Diversion Program? Mrs. Tyler responded that the parent and the student will make the choice, because we can't force them to participate in the Fight Diversion Program, but can only offer it to them. Mrs. Bell said she believes that's the problem, allowing them to make the decision. She said the board needs to make the decision and policy that students will participate or they are out. Mrs. Bell said she wants the committee to relook at striking/battery against a teacher, because teachers are there to teach.

Mrs. Bell moved to take out that the Fight Diversion Program is an option. Mr. Abrams said the Fight Diversion Program is through the Juvenile Court Program and usually as a result, there is a charge with an offense and by attaching these restraints to it, you would be forcing a student to plead guilty or not guilty to an offense which entails their rights in the court system; so, it must be a choice by them. He also said there is a \$50 mandatory fee which would become an expense of the school system. Mrs. Bell asked if when a student does what he wants to on a campus, and we can not say it's criminal activity, we might as well throw the policies in the garbage. Mr. Guin said he is not saying we can't do anything; as there are provisions in the policies, but this is an option to offer to the students, a program through the Juvenile Court System and a fee involved. Mrs. Bell asked if we could do a grant for needed funding.

Mrs. Crawley moved, seconded by Mrs. Bell, to change the wording in Infraction #2 from striking to battery of a teacher. Mr. Abrams said this is within the guidelines, but asked the board to remember that what is before the board are the recommendations of the Discipline Committee. He explained that the Discipline Committee came forth with four recommendations, one of which the superintendent is not recommending to the board. He said it was not the intent for the board to go through each Infraction, and while battery is a good term to use, it is probably within the purview of the committee to come back with that recommendation. He also explained that it is not before the board, but there is also a parallel provision in the elementary grid, so it would probably be something that should go back to the committee.

Mr. Burton called for a Point of Order. Mr. Burton stated that the board does not have to *rubber stamp* any recommendation from any committee and if the board desires to include or not

include something, they can do so. Mr. Abrams explained his response was the board has before it a recommendation of the committee and not the entire policy and that it would be prudent since it's parallel with the elementary, to have the committee look at it and bring a recommendation to the board. Mr. Guin asked Mrs. Crawley if she is willing to withdraw her request and ask that it be brought back to the board at its next meeting to include both sides of the policy. Mrs. Crawley stated she does not wish to vote on something when she is not in agreement with the way it is written. Mrs. Crawley asked if it could be changed now? Mr. Guin further stated you do not want to vote to change one part of the policy and not the other. Mrs. Crawley asked could staff not bring that change? Mrs. Armstrong asked when would the committee reconvene? Mr. Guin said he does not know, however, it is not applicable to the motion on the floor. Mrs. Crawley stated if the committee can meet and bring the recommendation back before the next board meeting, she would be willing to wait until then. Dr. Robinson responded she would be hard pressed to bring this committee back together before the start of the school year, and the Blue Book needs to be printed; and if we wait until the board meets in July, it will make it very difficult to get them in the schools. Mrs. Armstrong asked if Dr. Robinson and Mr. Abrams could clean up some of the concerns, i.e. the issue with terminology and bring it back at the July 17th meeting for a vote? Mr. Abrams stated he can do whatever the board asks him to do, but it's a committee function, because it's state law that the committee be formed and to function and bring back recommendations to the board, and it will not be the committee's recommendation if he makes the correction and brings it to the board. Mrs. Armstrong said she is concerned that we would put into print a conflict in information and there is a need to clarify these concerns before it is put into print. Mr. Abrams, in response to Mr. Guin's request, stated that the board can make desired changes, but the Discipline Committee was put into place by the board to make recommendations to the board, and that committee is established by state law in order to do just that. He explained that the Discipline Committee has presented revisions to the board throughout the year and to say it is incorrect, he doesn't believe is quite correct. However, it has been published for several years and there are things that have changed. He said if you make this change to battery, you will have one section of the policy saying battery and another saying striking. He said the board can make the change to both sides. He said another area of concern is how you state whether or not a student is removed cannot return to a school because of a battery on a teacher which is more indepth and should be in the body of the policy itself and not just in the grid, which he believes is in the area the committee would address. He said someone can make a motion to make it battery in the area of high school/middle school and elementary school and it will make it clear; however, the other areas will require discussion among the committee. Mrs. Armstrong asked if the board does amend this to battery and accepts this today as amended, how will the other concerns be addressed relative to battery against a teacher and removal of a student from the campus? Mr. Abrams stated what was asked is not a legal opinion and what he is telling the board is to get a motion on the floor and make the two areas consistent, and the motion would be battery in each area. He added the policy has been like this a long time and is something the charge would come back through the board's representative to address at the next meeting and updated. He reminded the board that the committee is formed for constantly bringing updates to the board. Mrs. Armstrong asked if we need to now vote on the amendment and it can be returned to the board by the July meeting with further revisions to be put in the Blue Book? Mr. Abrams said that is not correct, this is being brought to the board now so there is time to print everything.

After discussion, Mrs. Crawley amended her motion so the *change will be all inclusive, in the elementary and the middle and high school*. Ms. Phelps said she agrees with what was shared and as a member of the Discipline Committee, representing the board, she believes this is something that needs to be looked at further. Mr. Ramsey stated his agreement with the word battery. Mr. Rachal asked Mr. Abrams about the wording being discussed and the information provided seems to include the wording that would be applicable, and read from the policy. Mr. Abrams said there is a section of that policy he totally disagrees with and secondly, the part addressing the appeal hearings and when they will be over with, which could also be read that if the person goes through the process (appeals and hearings), and the process is completed, they may be allowed to go back to school. The other side states if a criminal proceeding is pursued by the court system or through a court system by a teacher pressing charges, you would have to also go through all the appeal processes of the court system. He said that is why he doesn't believe it should be a part of the grid. He also said the statute is not well written and can lead to confusion, and the fact that it does not apply to special education students could possibly lead to further confusion. Mr. Rachal asked for clarification and if the motion being discussed refers to Infraction No. 2, not referring to anything else, and if the attorney is suggesting that the board

change striking to battery, the board comes back once the attorney gets the correct legal terminology, and addresses this in the body of Policy JG? Mr. Abrams responded that is correct, and that it is not in the grid, but in the body of the policy with an asterisk and explanation so the administrators understand. Mr. Rachal stated he supports the amended motion. Mr. Guin encouraged board members to remember we do have a Discipline Review Committee, however, any board member can put any motion before the board to change any CPSB policy with seven votes. He asked if board members wish to see a policy change, to please write the proposed changes down and get with the board's attorney and ask for it to be an agenda item.

Mr. Burton moved, seconded by Mrs. Hardy, to call for the question on all motions and amendments to end debate. Vote on the motion carried with Board members May, Phelps and Crawford opposed, and Board members Guin, Hardy, Burton, Crawley, Priest, Rachal, Ramsey, Armstrong and Bell supporting the motion.

Vote on the amendment to change the wording from striking to battery carried unanimously.

Vote on the main motion, as amended, carried with Board members May and Priest opposed and Board members Guin, Hardy, Burton, Crawley, Phelps, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

SUPERINTENDENT'S REPORT

Mr. Guin asked if any board member has any motion concerning any item under the Superintendent's Report. There were none.

UNFINISHED BUSINESS

NEW BUSINESS

ANNOUNCEMENTS AND REQUESTS

Mr. Ramsey asked that Item x. be removed from the Superintendent's Report.

Ms. Priest shared with the board members information relative to a photography enrichment class at Oak Terrace this summer. She asked that board members to sign up which will mean agreeing to schedule approximately 15 minutes so one of the student participating in this photography class can interview and take photographs.

Mrs. Crawford asked that r. be removed from the Superintendent's Report and stated she did not receive a copy of the out-of-parish hires (the numbers). Dr. Robinson stated that the superintendent's copy had the numbers attached, but she will follow up and get the information to Mrs. Crawford.

Mrs. Bell asked that f. and j. be removed from the Superintendent's Report.

Mrs. Crawley asked that staff provide her with the number of openings we have in personnel, the number of applicants, and the number placed on a weekly basis by schools. She noted that when giving this type attention to the substitutes' absences, it was more focused, and this request continues with her request for an exit interview, as well as the principals working 12 months.

Mrs. May asked that u. be removed from the Superintendent's Report. Mr. Rachal requested that items h. and z. be removed. He also asked for an update on a possible facility in southeast Shreveport to address the overcrowded condition at University Elementary.

Ms. Phelps asked that items o. and aa. be removed from the Superintendent's Report. She added that item 22 is predicated on information submitted by the Performing Arts Program and when it is received, this will be her motion.

Mr. Burton left the meeting at approximately 6:30 p.m.

EXECUTIVE SESSION

Tenure Hearing for a Tenured Teacher. The CPSB, represented by Mr. Fred Sutherland, and Gregory Lee Frazier, tenured teacher, CPSB, represented by Attorneys Craig Smith and Elton Richey, were present for the tenure hearing. Preliminary matters were discussed and the witnesses were sworn by the court reporter, who made an official record of the tenure hearing. Following the beginning statements, testimonies from numerous witnesses, and closing statements by attorneys Fred Sutherland and Craig Smith, Mr. Guin provided the following Verdict Form listing the specific reasons for charges as Willful Neglect of Duty. *“Mr. Gregory Lee Frazier, a coach and tenured teacher at Southwood High School in Shreveport, Louisiana, is charged, under R.S. 17:443, with willful neglect of duty and dishonesty by, during the 2006-2007 school year, making inappropriate comments of a sexual nature to a female student and by engaging in improper physical actions and touching of the body of the student and by implying and suggesting to the student that she be untruthful about the occurrence of these incidents by not reporting them to her parents or to anyone else in authority, all in violation of the duties, obligations and responsibilities of his teaching position, his position of supervision and authority over students, the provisions of his job description, school board regulations and policies.*

Upon reading each of the following charges, President Guin asked that the board members vote yes if they agreed and no if they did not agree.

CHARGE NUMBER 1 – Do you find the superintendent has demonstrated by a preponderance of the evidence that during the period from approximately December 2006 up to and including March 23, 2007 (between the hours of 12:00 and 1:00 p.m.) Mr. Frazier made inappropriate comments of a sexual nature and engaged in inappropriate and improper physical contact (also of sexual nature) upon the person and in the presence of a female student at Southwood High School, whose identity is well known to Mr. Frazier and, for her privacy and protection, is referred to as (C.S.), who was then (and is now) a minor child under the age of 17 and who was then a student at Southwood High School, where Mr. Frazier is a teacher/coach and supervisor of female students. *Board members voting yes for Charge 1 were Guin, Hardy, Phelps, Priest, Crawford, Rachal, Ramsey and Bell. Board members voting no were Crawley, May and Armstrong. Mr. Burton was absent.*

CHARGE NUMBER 2 – Do you find the superintendent has demonstrated by a preponderance of the evidence that each of the incidents and events occurred on school property and during the school day. *Board members voting yes for Charge 2 were Guin, Hardy, Phelps, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell. Board members voting no were Crawley and May. Mr. Burton was absent.*

CHARGE NUMBER 3 – Do you find the superintendent has demonstrated by a preponderance of the evidence that the actions of Mr. Frazier were taken for his own selfish purposes and to gratify his own desires in total disregard to the rights of the student and of his obligations and responsibilities toward her and the school system. *Voting yes for Charge 3 were Board members Guin, Hardy, Phelps, Priest, Crawford, Rachal, Ramsey, and Bell. Board members voting no were Crawley, May and Armstrong. Mr. Burton was absent.*

CHARGE NUMBER 4 - Do you find the superintendent has demonstrated by a preponderance of the evidence that the actions of which Mr. Frazier is accused occurred through the misuse of his influence over and his wrongful use of his position as teacher/coach and supervisor of female students at the school. *Board members voting yes for Charge 4 were Guin, Hardy, Phelps, Priest, Crawford, Rachal, Ramsey and Bell. Board members voting no were Crawley, May and Armstrong. Mr. Burton was absent.*

CHARGE NUMBER 5 – Do you find the superintendent has demonstrated by a preponderance of the evidence that the conduct and actions of Mr. Frazier constitute “unprofessional conduct” in the strongest sense in violation of the duties and responsibilities contained in Mr. Frazier’s job description. *Board members voting yes for Charge 5 were Guin, Hardy, Phelps, Priest, Crawford, Rachal, Ramsey and Bell. Board members voting no were Crawley, May and Armstrong. Mr. Burton was absent.*

CHARGE NUMBER 6 – Do you find the superintendent has demonstrated by a preponderance of the evidence that the actions and conduct engaged in by Mr. Frazier are in violation of the

obligations, duties and responsibilities required of him as a teacher/coach to maintain a “high standard of conduct” and be an exemplar and role model for his students. *Board members voting yes for Charge 6 were Guin, Hardy, Phelps, Priest, Crawford, Rachal, Ramsey and Bell. Board members voting no were Crawley, May and Armstrong. Mr. Burton was absent.*

CHARGE NUMBER 7 - Do you find the superintendent has demonstrated by a preponderance of the evidence that the actions and conduct of Mr. Frazier hereinabove set forth constitute deliberate and willful violations of his obligations, duties and responsibilities as a teacher/coach of the provisions of his job description and of school regulations, school board’s policies and the laws of the state of Louisiana. *Board members voting yes on Charge 7 were Guin, Hardy, Phelps, Priest, Crawford, Rachal, Ramsey and Bell. Board members voting no were Crawley, May and Armstrong. Mr. Burton was absent.*

CHARGE NUMBER 8 – Do you find the superintendent has demonstrated by a preponderance of the evidence that the actions and conduct of Mr. Frazier hereinabove set forth constitute willful neglect of duty and dishonesty in violation of the provisions of La-R.S. 17:433 and are sufficient to impose sanctions and disciplinary action up to and including dismissal from his position with the Caddo Parish School Board. *Board members voting yes for Charge 8 were Guin, Hardy, Phelps, Priest, Crawford, Rachal, Ramsey and Bell. Vote members voting no were Crawley, May and Armstrong. Mr. Burton was absent.*

Mr. Rachal moved, seconded by Mr. Ramsey, that Greg Frazier be removed from office and that the superintendent furnish Mr. Frazier with a written statement of recommendation of removal which shall include but not be limited to the exact reasons or instances upon which the recommendations have been based. Vote on the motion carried with Board members Crawley, May and Armstrong opposed and Board members Guin, Hardy, Phelps, Priest, Crawford, Rachal, Ramsey and Bell supporting the motion. Mr. Burton was absent.

The superintendent shared with the board a letter tendering her retirement/resignation as Superintendent effective July 31, 2007. Mr. Guin announced a special meeting of the CPSB will be held on Monday, June 25th at 4:30 with the following three items on the agenda: (1) accept the resignation of the superintendent, (2) establish the parameters for selecting an interim superintendent, and (3) discussion on establishing parameters for selecting a new superintendent. He announced he will work with Mr. Abrams between today and Friday and will send something to the board on Friday.

Employee Personnel Matter. Mr. Guin asked Mrs. May if, in light of the superintendent’s letter, there is still a need for this agenda item, and if so, a motion is needed. Mrs. May did not have a motion.

Adjournment. *Mrs. Crawley moved, seconded by Mrs. Hardy, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 2:45 a.m.*

Ollie S. Tyler, Secretary

Phillip R. Guin, President

June 25, 2007

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Monday, June 25, 2007 with President Phillip Guin presiding and the following school board members present being a quorum: Eursla Hardy (arrived at approximately 4:37 p.m.), Willie Burton, Charlotte Crawley, Lola May, Tammy T. Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Ollie S. Tyler, and Reginald Abrams, legal counsel. Board Member Rachal led in the invocation and Pledge of Allegiance.

Accept the Superintendent's Resignation/Retirement. *Mr. Rachal moved, seconded by Mr. Ramsey, that the board release Mrs. Tyler from her contract in order to allow her to retire from the Caddo Parish School Board System effective July 31, 2007.*

Ms. Phelps stated for the record that she has shared with the board and the superintendent in the past how uncomfortable it is to hear things in the community concerning Central Office before the board knows what is happening and referenced the situation last week of the media being informed about the superintendent's intention. *Mr. Ramsey called for a Point of Order and that the speaker only speak to the merits of the motion.* Mr. Abrams said the merits of the motion go toward accepting the superintendent's retirement from the district as of July 31st and that's what the motion should be and it's up to the president as to whether or not to allow any leeway on the discussion. Mr. Abrams said it didn't sound like what's on the table at this time, but that is up to the president to make that call. Mr. Guin asked Ms. Phelps to please keep her comments on the motion on the table which is releasing the superintendent from her contract. Ms. Phelps said her comments have to do with the entire reason why the board is here, so she guessed it would be about releasing her from her contract. Mr. Guin again reminded Ms. Phelps to keep her comments to releasing the superintendent from her contract. Ms. Phelps stated it would have been more soothing to have the conversation leading up to today in a private meeting.

Mrs. Bell noted that Mrs. Tyler always worked through her vacations and asked if it is possible to give her an early release and give her some of her vacation? Mr. Guin responded that Mrs. Tyler wishes to stay until the 31st to complete some things and relative to vacation, this will be taken care of between she and Mr. Abrams, as per her contract.

Mrs. Hardy agreed with what was said about July 31st being the superintendent's last day and she is in accord with the superintendent's letter.

Mr. Rachal stated that he wishes to say how appreciative he is for the opportunity to work with Mrs. Tyler and he wished for her luck and Godspeed in all her endeavors, and he hopes that we will be able to look to Mrs. Tyler for guidance and input in the next month.

Mr. Burton called for the question, seconded by Mrs. Armstrong, to end debate. Vote on the motion carried with Board member May opposed and Board members Guin, Hardy, Burton, Crawley, Phelps, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

Vote on the original motion carried unanimously.

Take any Action Required for Appointing an Acting or Interim Superintendent. *Mrs. Bell moved, seconded by Mrs. Crawley, that (1) the board advertise to receive applications for interim superintendent through July 3, 2007; (2) the board select an interim superintendent from the applicants during the July 17, 2007 board meeting; and (3) the interim superintendent shall not be considered for permanent superintendent of Caddo Parish School Board.* Mrs. Bell strongly urged each board member to search their hearts and vote yes to this motion while the board continues to do the business of the people. Mrs. Bell said she feels we need to find people who are interested in this position. Mrs. Crawley said she knows this is the procedure normally used by school board members when conducting a previous search. She thinks because this is so important, the board should definitely get the applications to see who wants to be interim and she agrees the interim should not be considered for the permanent position. Mrs. Crawley said she is interested in learning from applicants their ideas concerning hiring, new teachers and new teacher orientation, how professional organizations will be treated, etc.

Mr. Rachal moved, seconded by Mr. Ramsey, that Rodney Watson be named interim superintendent effective August 1, 2007, and that he be paid an additional salary adjustment of \$2250 per month while he serves as interim superintendent and that he be allowed the opportunity to return as assistant superintendent of support services after a permanent superintendent is selected. Mr. Rachal stated with the timing of Mrs. Tyler moving to a state level position, he believes we have someone in place that Mrs. Tyler worked very diligently to have on staff as an assistant superintendent and we are very fortunate to have his experience, his knowledge, and his leadership abilities, and to be able to step right in and continue the things in Caddo that need to be done for the children. He said if this is put off, it will not give Mrs. Tyler the opportunity to sit down with the interim superintendent and work hand in hand with her. Mr. Rachal expressed he is comfortable with Mr. Watson's abilities to run this school district, he is thankful we have Mr. Watson in Caddo and that he is willing to serve as the interim superintendent as the board goes through the process of finding and hiring a new superintendent.

Mr. Ramsey echoed Mr. Rachal's comments, and that Mr. Watson has worked very diligently at the state level with the very issues Caddo is facing at the local level regarding accountability, needs of high priority schools, re-establishing the New Orleans system, state facilitator at the national level, etc. He said Mr. Watson has proven that he can work in the state to get things done and has worked very closely with Mrs. Tyler to get things done in Caddo, and he believes with Mrs. Tyler at the second position at the state level and Mr. Watson as the interim superintendent in Caddo, we will continue to see things happen in Caddo.

Mrs. Hardy noted the definite procedures and policies in place over the years and that it doesn't make any sense to change from the general procedure followed in the past and believes we should continue to follow past policies in order to get an interim.

Ms. Phelps stated that at the last meeting, she thought she understood President Guin to say that the board would meet today to select the process for selecting an interim superintendent? She said again this week she has continued to inform the community that this meeting is only a meeting, and the board is not there to make any appointments prior to any board discussions. She said she has not even had the opportunity to think of anyone, and it is obvious some board members have, and that is fine. She added she doesn't believe it fitting to the community for the board to come to the meeting today and appoint someone without giving consideration and time to selecting someone. She said if the timeframe needs to be adjusted, she doesn't have a problem with it, and restated she would not be in agreement today in contradicting the directions given last Tuesday evening, because of a difference of opinion and not in the consideration of the community. Ms. Phelps asked that the board be mindful and respectful because the district is in the hands of the board; and she is not attempting to slight and it's not a backlash, but only a concern, a difference of opinion. She thinks time is of the essence, but does not believe a day or two or a week will take away anything from what the board needs to do to take careful consideration in the selection of an interim superintendent.

Mr. Guin responded that Ms. Phelps is correct, that is what he said; however, a board member contacted him and asked that the agenda item be worded to allow for a motion to be made and he doesn't believe there is one board member who can say they have been denied the opportunity to put an item on the agenda. He said when contacted, he called Mr. Abrams and the item was worded to allow for either to occur at this meeting. Ms. Phelps responded she appreciates the president's comments and this is another example of how important it is for the board to communicate, because it's the board making the decision and she said this is called respect.

Mrs. Bell stated we have dedicated people in the system and she feels when she asked for the board to advertise for applications, there are three already in place that need a chance to submit their application to the board. Mrs. Bell said she has not seen any of the applications and believes we continue to look over people who have been here for years. She said she thinks it is a slap in the face when someone who has been in the system for 34 years applies for a principal and someone only in the system for a year is put in that position. She said there are two possible applicants that have served the district very well and we need to advertise, receive the applications and make a decision on the 17th (of July).

Mrs. Crawley said she has nothing negative to say about the appointment of Mr. Watson as she has great respect for his abilities, but it appears to her that some have been acting as a board of one. Mrs. Crawley said she has never asked Mr. Watson, nor either of the other two assistant

superintendents if they want to fill in this position, so she is wondering when the board asked Mr. Watson if he wanted it before he was nominated. She said she believes we are trying to follow the procedure followed for board members which she believes is logical, and there are other people who have served as interim superintendent with experience in Caddo's system and they may want to apply, so we are not limited to one or two individuals. She said there are very knowledgeable people in the community and the Sunshine laws will come into play if someone has already been acting as a board of one.

Mrs. Armstrong stated that when the board first learned of Mrs. Tyler's decision to retire, she felt immediately the district was in good hands with the three assistants Mrs. Tyler has worked so closely with. She said she felt the three assistants knew the direction the school system was going in, they knew the plan and direction Mrs. Tyler had foreseen and that the board did not need to be hasty in the decision-making process. She said she would like to see the board take applications, and make a decision based on those applications of interest; because we do not know who of those might want to act as interim and there are those outside the system in the community who might want to also apply. Mrs. Armstrong said she believes we do not need to put things off, but a two week time period is plenty of time for applications to be received, examined and the board vote.

Mrs. Hardy said she has no problem with what is being stated; but understood the board was coming today to accept the superintendent's letter of retirement and to select an interim. She said she knows our assistant superintendents are competent, dedicated, capable and committed people. Mrs. Hardy said she has no problem in selecting someone today and understands there will always be outstanding people to apply for the interim and for superintendent; however, we can only select one interim and one superintendent. She said her problem is we need to place the children first and everyone else behind them.

Mrs. Crawford asked if we have taken applications in the past for interim? Mr. Guin said when Dr. Schiller left, we did not. Mr. Burton said we have never taken applications for interim.

Mrs. May stated her agreement with Ms. Phelps and she did not know until arriving at the meeting today that a decision had been made and a motion would be made to appoint an interim. She said this has not been discussed with all the board and it's evident some board members have gotten together and decided this is what they want. Mrs. May said when she left at 3:30 a.m. after the last meeting, the last thing she heard was the board would come back to establish the parameters for selecting an interim, not select one. She said to President Guin that when someone notified him about wanting to make a motion, she feels like all the board members should have been notified and she is asking that the board discuss it tonight and wait.

Mr. Guin asked the board members to look at the mailout and specifically Items 6 and 7 and read them aloud. He said that Item 6 is *take any action required for appointing an acting or interim superintendent* and Item 7 is *discuss and establish parameters for selecting a new superintendent*. Mr. Guin explained that every board member received the mailout and if there were any questions about it, any board member could have called him and he would have answered the question. He said it is clear the two are different. Mrs. Hardy said no one met with her since she left here last week and there are a lot of things stated out in the community that are not accurate or correct. She said if anyone needs to ask her a question, she will answer it and she will answer correctly.

Mr. Burton stated it's against policy to make accusations about another board member and secondly, this is not a new process. He said in his 17 years, this is his fourth superintendent search, and each time, the board appointed the interim superintendent without taking applications. Mr. Burton asked board members to vote the motion up or down and not make accusations.

Ms. Phelps thanked Mr. Burton for not calling for the question and again she guesses she is one that has a difference of opinion. She said no one said the practice in the past has been to appoint an assistant, and she thought what was being asked is to wait and take applications. Again, board members can vote however, but the courtesy to the board is to consider something else. She stated some board members already know how they are going to vote, but she didn't get a phone call, and is not prepared today to make an appointment. She said if we have to, that's her job, she is just not in agreement with how it is being done. She is only saying she may not agree with

everything that goes on with the board, but it does not mean she doesn't support the superintendent or anyone on the board and she wants to make that very clear to the media, it's not a backlash. She represents a district and she is not here to *rubber stamp* everything that every board member says or thinks. She said she is an individual and has the right to express how she feels, and she wants to make it crystal clear that she was not prepared to make an appointment today even though other board members have had conversations about who they would like to appoint today and that is perfectly clear, that is fine. She said if that is what the vote is today, she will vote according to the information she has been given, but she does not even know if Mr. Watson has a superintendent's certificate, and she may be the only one on the board who does not know. Ms. Phelps stated if she chooses to get applications and the board does not, she is only one vote, but she would like the board to consider everyone's opinion, as that is what the board is here to do – discuss.

Mr. Burton explained that when he calls for the question, it's because speakers are being redundant. Ms. Phelps said she understands, but she thanks him for not calling for the question, because she would have voted against it. Ms. Phelps said this is a serious matter just as every other decision made by the board is; and if we don't have time to collaborate and make a decision to wait, and as she has stated in the past, we can't even make a decision to have an executive session, and with 13 adults, and her being the youngest, she wonders. She stated that communication is very, very important, and asked the board once again to communicate, to act as a board and make an informed decision.

Mr. Rachal stated regarding the motion Mrs. Bell made, he understands she contacted the president to make that motion first. He said he also contacted the board president as he also had a motion he wanted to make. As a public body, he understands we are here to discuss the motions being made. He asked Mr. Abrams if we go through the process of soliciting applications, does that mean we must advertise? Mr. Abrams stated the motion was to advertise. Mr. Rachal asked if we advertise, what are the laws for how long we have to advertise? Mr. Abrams stated as far as the interim superintendent, there is nothing specific, but you would need to advertise at least two days within a week, and he believes the timeframes given by Mrs. Bell would be acceptable in order to get the word out that Caddo is looking for an interim superintendent. Mr. Rachal stated there is a motion on the floor and we have very qualified people, so he asked the board to support the motion on the floor so the superintendent can be working closely with the interim.

Mrs. Bell stated she received her mailout and read the stated second purpose for the called meeting. She said she knows she has only been on the board six months, so she is learning. She said she looked at the item and that is why she felt we needed to look at applications and that is the action the board would be taking today. She said she didn't know that she could call the president and ask that the item be changed to appointing an interim; and if she had known that, she would have possibly had a name today. She said she is only trying to go by what the wording says on the agenda. To her, the action is to receive applications by July 3rd, select one on July 17th and that the person selected will not be considered if they serve as interim. She asked the board to support her motion and to look at applications, so we know who we are putting in this interim position.

Mr. Burton stated he has no problem with what Mrs. Bell said, as anyone can make a motion, and it's his option to vote how he wants.

Vote on the substitute motion carried with Board members Crawley, May, Phelps, Armstrong and Bell opposed and Board members Guin, Hardy, Burton, Priest, Crawford, Rachal and Ramsey supporting the motion.

Recess. Mr. Guin called for a brief recess at approximately 5:20 and reconvened in open session at approximately 5:45 p.m.

Discuss and Establish Parameters for Selecting a New Superintendent. Burnadine Moss Anderson, executive assistant to the superintendent/communications, shared with the board a presentation highlighting past procedures/processes for superintendent searches in 1989, 1995, 1999 and 2003. Mrs. Anderson stated that today's objectives will be to highlight the past searches, review the major components of a timeline, and documents. She stated that the board is a member of the National School Boards Association, and shared with them the role of a board

member is to recruit, hire, and evaluate the performance of the superintendent of schools who carries out the policies made by the board; and the selection of a Superintendent of Schools is the most important decision a board will ever make. As to why it is so critical, it is because of the 43,500 students in our 74 schools. Mrs. Anderson commended the superintendent and congratulated Mrs. Ollie Tyler, wishing her the best as she retires. She summarized a to-do list for the board as follows: conduct a thorough and careful self study, talk about what's unique about the Caddo School System; look at the 5 year vision for the administrator as well as community expectations, and she highlighted the Priority Goals for the district. She reiterated that what she is sharing with the board today is a skeletal picture. The board will need to identify the characteristics and qualifications of what a superintendent should be, advertising will take place, a comprehensive application must be formed, and when the candidates are named, extensively study the top candidates. Mrs. Anderson detailed the 2003 timeline which included the appointment of an Advisory Committee, holding a community forum to receive input on the qualifications and criteria, developing a brochure, receiving the applications, screening the applications, selecting candidates, interviewing and selecting a superintendent. Mrs. Anderson also highlighted for the board an outline of the day's itinerary when candidates are being interviewed. She also explained that typically the board selects three finalists for negotiations.

Mrs. Anderson explained that possible actions for the board at an upcoming meeting might be to determine the search and selection process, decide if it wishes to use an executive search firm, determine the realm of the search (local, regional or national), the range of compensation, the length of contract, and if there be an individual superintendent search committee. Additional actions for an upcoming meeting might be to establish a timeline, approve a budget, and decide if the board wishes to use an advisory committee. Today's intent might be to initiate the search and shared with the board a copy of a proposed search. Mrs. Anderson also shared with the board a copy of the flier for C. E. Byrd High School.

Mr. Burton moved, seconded by Mrs. Armstrong and Mrs. Hardy, to place Mrs. Burnadine Anderson in charge of guiding the Caddo Parish School Board through the superintendent search process and that Mrs. Anderson is compensated for this added responsibility. Mr. Burton stated that Mrs. Anderson is very qualified with her past experience. Mrs. Armstrong reiterated Mr. Burton's comments and that those who have been through a search with Mrs. Anderson know how good she is at what she does. Mrs. Armstrong asked for the record to reflect that we do want to compensate Mrs. Anderson for these additional responsibilities. Mrs. Hardy said she also would like to say how wonderful Mrs. Anderson has been through a search and how easy she makes it for the board members. Mrs. Bell echoed the comments made and stated she remembers serving as chairman of the committee how easy she made it for those serving on the committee, and she too wishes to see Mrs. Anderson compensated. Mr. Guin asked Mrs. Anderson if she was compensated last time. Mrs. Anderson said she was. Mr. Guin asked Mr. Burton if he would include this in his motion to which he wholeheartedly supported.

Mrs. Bell stated since the board placed a salary figure for the new interim superintendent, she would like to place a salary figure on the table for Mrs. Anderson. When asked if she had a figure, Mrs. Bell said she didn't, but Mr. Rachal knew what figure to give Mr. Watson.

Mr. Guin announced to the board that the attorney has suggested that we can return to the board with this information. Mrs. Bell asked why do we have to wait, yet we didn't have to wait for the interim superintendent? Mr. Guin said we do not know the number, and stated if Mrs. Bell wishes to recess to get the number so an amount can be put on the table, he will agree.

Recess. Mr. Guin called for a brief recess at approximately 6:08 p.m. and the board reconvened at approximately 6:10 p.m.

Mrs. Bell stated she talked with Mrs. Anderson and is o.k. with waiting; however, she wants everyone to understand she is asking to compensate Mrs. Anderson and her staff.

Vote on the motion carried unanimously.

Mr. Guin asked Mrs. Anderson for an idea of when the board needs to call another meeting for possibly seeing a proposed timeline and additional options. Mrs. Anderson stated that in order for staff to bring back to the board recommendations on a timeline, she will need some additional direction from the board, and cited an example that the board usually works back from a date it

determines it would like to name and have a superintendent in place. She shared with the board that if they wish to do a national search, deadlines are already in place for national publications. Mr. Guin asked Mrs. Anderson if she needs to know some of this information today or does the board need to come back before the next scheduled meeting.

Ms. Priest moved, seconded by Mr. Burton, that the board authorizes Mrs. Anderson to utilize the 2003 superintendent search process as presented today. Ms. Priest stated she believes Mrs. Anderson laid out pretty well the process and the board has been commended for using an open process which pretty much lays out what the board is talking about as well as a timeline. Mr. Burton agreed with the comments. Mrs. Anderson stated that in order to secure the qualifications for the superintendent, the board will have certain criteria and qualifications that the board is looking for. Mr. Rachal asked if the board might consider a regional search? Mrs. Anderson indicated if that is the board's decision. Ms. Priest reminded everyone she recommended the process, not the schedule. Mr. Guin asked Mrs. Anderson if she is o.k. approving this process and then making a determination as to whether the search is local, regional or national. Mrs. Anderson said she will bring items at each board meeting, and it could be at the next meeting that this could begin to be discussed. Mr. Rachal stated that he is new to this process and asked for further explanation on some of the process followed. Mrs. Anderson cited the example of the process of selecting a principal.

Mrs. Armstrong said she believes an important question to look at today is determining a date to name a superintendent by so Mrs. Anderson can look at the schedule based on that date. She asked if the board will consider having a superintendent named by December 1st? Also, she asked the board to consider instead of an advisory committee this time, hold a minimum of three public forums and be able to discuss the superintendent. She added she wants to remember and asked the board to remember Mrs. Anderson's schedule. Mrs. Bell shared her agreement with Ms. Priest on the process, but she served on the Advisory Committee and she loves her district, and if we are having multiple forums, she thinks input from the communities is very important. Mrs. Anderson shared with the board copies of proposed qualifications submitted by the Advisory Committee from the forum input during the last superintendent search.

Mrs. Crawley said the process is fine and she likes the three forums, but asked if the length of time the committee meets can be condensed? Mr. Guin reminded the board there is a motion on the floor. Mrs. Crawford asked for clarification on what happens if the board votes in favor of the motion. Mr. Guin answered it would be adopting the process used in 2003. She further asked if we do so and then chose the members, can the board ask them to meet more often? Mr. Guin said we can work through that process once it is determined how the search will be conducted.

Ms. Phelps asked if the board will be deciding if it's a national or regional search at tonight's meeting? Mr. Guin stated he feels it's necessary in order for Mrs. Anderson to set the schedule and have it ready for the next meeting.

Mr. Guin explained that a substitute motion or an amendment to the motion is necessary in order to discuss it. *Ms. Phelps moved, seconded by Mrs. Bell, to amend the motion and that the CPSB conduct a regional search for the next Caddo Parish superintendent.* Ms. Phelps said she brings this amendment as she believes this is one thing Mrs. Anderson needs to be able to do to adjust the schedule and bring something back.

Mrs. Bell moved, seconded by Mr. Burton, to call for the question to end debate on the amendment and motion on the floor. Vote on the motion to end debate carried with Board member Crawley opposed and Board members Guin, Hardy, Burton, May, Phelps, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

Vote on the amendment to conduct a regional search carried unanimously.

Vote on the main motion authorizing Mrs. Anderson to use the process from the 2003 search, as amended to make the search a regional search, carried unanimously.

Mrs. Armstrong moved, seconded by Mr. Burton, that the CPSB introduce and announce a new superintendent on December 1, 2007 after a vote of the board. Ms. Phelps asked if that is the selection date, how long does it take for another superintendent to begin? Mrs. Anderson

responded that with the last two searches, the superintendents were able to begin immediately. Ms. Phelps stated, just as a thought, this will be around the first of the year or mid term. Mr. Guin also responded that the start time is usually built in as a part of the contract during the negotiations. Mr. Rachal asked if we are looking at the selection date of December 1st and he would like to add to this or possibly amend it so the hire date is at the end of the 1st semester and we would have a new superintendent come in during that break. *Mr. Rachal moved, seconded by Mr. Ramsey, to amend the motion and add that the start date would be when we start the second semester of the 2007-2008 school year.* After an explanation from Mr. Abrams, Mr. Rachal, with the agreement of the second of the motion, withdrew the motion from the floor. Mrs. Bell noted that the December 1st date is on a Saturday. Mr. Guin said we are only targeting a timeframe and it's possible that it won't exactly be December 1st. Mrs. Anderson explained staff will look at all the holidays, school closures, etc. that might affect that date. She advised the board, because it has come up in the past when candidates are interviewed, they are done so sequentially, so it does involve some weekends.

Vote on the motion carried unanimously with Mr. Ramsey being absent for the vote.

Mr. Guin asked if there is anything additional the board needs to address at this meeting? Mrs. Anderson explained that in the superintendent search process, she would like to guarantee the board, and she does so from the heart, that they will spend a lot of time together to make this important decision, and the board will come out a very strong body together. Secondly, she said it is very important that the school board stand united as one, and when the board makes decisions, it will be crucial to the candidates and to the community that the board remains united to bring a new superintendent. Mr. Guin asked Mrs. Anderson if July 17th is too long before the board meets again concerning the process? Mrs. Anderson asked if she could look more closely at the schedule and get back with the president? Mr. Guin answered yes, but he would like to give the board a minimum of a one-week notice before calling the next meeting. Mr. Guin asked board members to call in their appointment to the Advisory Committee to Debbie in the Superintendent's office by Friday. Mrs. Crawley asked who comprised the Advisory Committee in the last search? Mrs. Anderson responded representatives appointed from Districts 1-12 of the CPSB, A-PEL, Caddo Association of Educators, Caddo District PTA, Caddo Federation of Teachers/Support Personnel, Caddo Retired Teachers Association for a total of 17 members on the committee. Mr. Guin asked if board members need more time, let him know, but as board members confirm who they will appoint to please call them in.

Ms. Phelps said the motion naming the interim superintendent stated he would be allowed to return to the assistant superintendent position. She asked if this means Mr. Watson will not be able to apply for the position of superintendent? Mr. Guin stated the motion did not stipulate he would not be able to. Ms. Phelps asked when could she make an amendment in this regard? Mr. Abrams asked if the question is whether or not the person who has been appointed interim superintendent will be able to apply for the permanent position? Mr. Guin responded that has been answered, and that is yes because there is no stipulation in the motion. Mr. Guin stated the question being asked is when can an amendment be made? Mr. Abrams stated it could be done at the next board meeting or when the board establishes the qualifications for the superintendent. Ms. Phelps asked if this can be decided tonight? Mr. Abrams responded a motion to suspend the rules, which requires a 2/3 vote, must be made. Ms. Phelps said she brings this up because it was not clear. Mrs. Armstrong called for a Point of Order and asked if the board was not discussing the Advisory Committee and board member appointments? She also asked if we will have the same number and format? Mr. Guin responded in the affirmative.

Ms. Phelps moved, seconded by Mrs. May, to suspend the rules to make a motion to stipulate whether or not the candidate serving as interim superintendent will be able to run for the permanent superintendent seat for Caddo Public Schools. Ms. Phelps stated there is a concern from her constituents and she would like to stand on her constituents' concerns that the interim superintendent will not be able to be considered as a candidate for the permanent position of superintendent of Caddo Parish Schools. Mrs. May said she also has constituents who are concerned about this and she supports the motion. Mr. Ramsey stated if this is the case, it should have been done when naming the interim superintendent and now the board has named an interim superintendent and to exclude anyone from the process is a huge mistake. Mr. Ramsey stated for this reason, he cannot support the motion on the floor. He said the right thing to do is that the process is open to everyone. Mr. Guin asked if, given the nature of the motion on the table, discussing the motion which will follow suspending the rules is in order? Mr. Abrams said

the motion to suspend the rules is in order. Mr. Guin said that is not what he is asking, but given the fact that a motion was made to suspend the rules, is it in order to have the discussion at this point and give reasons for suspending the rules? He said it is in order to discuss suspending the rules. Mr. Guin asked the board to continue with the discussion. Mrs. Bell said in the substitute motion, the board voted that the interim would go back to the position, so is this not double standard? Mrs. Bell said she believes one person in the past running for superintendent had to step down from interim in order to be considered; so, she believes the board needs to support the amendment because the board already voted that the interim will be returned to the position. Ms. Phelps stated that is basically what was unclear and she apologized for not making it clear before now; but since the rules seem to be changing all the time, that is why she wants it clarified and to be able to state how she feels. Mr. Rachal said the motion approved is to allow the opportunity to return as an assistant superintendent of support services and if he is not superintendent, he would be allowed to do so. He added he believes it will also be a total disservice to the community to automatically rule out someone before any application has been received, thus, he cannot support the motion on the floor. Mr. Ramsey asked Mr. Abrams if the motion on the table means the interim superintendent cannot apply for the superintendent's job? Mr. Abrams responded no. Mr. Guin explained the board is only voting at this time to suspend the rules. *Vote on the motion to suspend the rules carried with Board members Hardy, Rachal, and Ramsey opposed and Board members Guin, Burton, Crawley, May, Phelps, Priest, Crawford and Bell supporting the motion. Mrs. Armstrong was absent for the vote.*

Ms. Phelps moved, seconded by Mrs. May, that the qualifications for Caddo Parish superintendent will include that the interim candidate may not apply for the permanent position of Caddo Parish Schools superintendent. Ms. Phelps said she has stated her reasons and she believes we owe it to the community, and it's kind of funny to hear all the contradictory answers of not opening the process and limiting someone when the board voted to limit the process for an interim. However, she was not prepared today, and had not received feedback from her community, and was asked specifically if the person in the interim position would be able to apply and feels the one selected to serve as interim should serve as interim and the board should select a new superintendent. Mrs. Bell stated in the past the interim was not allowed to run for the permanent superintendent position and she doesn't believe it's a situation that is fair to the other candidates. Mr. Rachal reiterated his previous comments that it's a disservice to eliminate someone from the process, especially if they are very well qualified. He said the board will be going through the process of interviewing and if the board agrees Mr. Watson is the most qualified, the board will then have the opportunity at that time, but to dismiss him prior to even having him possibly apply is a disservice to the community. Mr. Ramsey stated everyone has constituents and we all get phone calls and asked that we not close the door on an applicant that could be the best applicant. Mrs. Bell said in talking about fairness, the board eliminated the applicant for interim when her vote was knocked out. Mr. Guin reminded Mrs. Bell she can only talk about the motion on the table. Mrs. Bell said she believes we need to support the motion on the floor, because the board has already knocked out a possible candidate for interim. Mr. Guin again reminded Mrs. Bell not to talk to other board members. Mrs. Bell stated she supports not allowing the interim to run for the position. Mrs. Crawley stated she is torn by this because she wanted to let it be known up front that the interim would not be able to run for superintendent. However, the way it's being done now, we can knock them out when all the applicants are in. She said she was in support of Mrs. Bell's motion, and now she is torn. Mr. Guin stated it has been cited concerning what transpired that a former interim had to step down in order to run and when Dr. Foster retired, he continued until a superintendent was selected. He said when Dr. Schiller resigned, Mr. Festavan was named the interim superintendent and that stipulation was not there, thus there was not a set process to occur in the past three searches. *Vote on the motion failed with Board members Guin, Hardy, Priest, Rachal and Ramsey opposing and Board members Burton, May, Phelps, Crawford, and Bell supporting the motion. Mrs. Crawley abstained and Mrs. Armstrong was absent for the vote.*

Adjournment. *Mr. Burton moved, seconded by Mrs. Hardy, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 7:05 p.m.*

July 17, 2007

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, July 17, 2007 with President Phillip Guin presiding and the following school board members present being a quorum: Eursla Hardy, Willie Burton, Charlotte Crawley, Lola May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Ollie S. Tyler and Legal Counsel Reginald Abrams. Board member Larry Ramsey led the prayer and the Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE JUNE 19, 2007 AND JUNE 25, 2007 CPSB MEETINGS

Mr. Rachal moved, seconded by Mrs. Bell, approval of the minutes of the June 19, 2007 and June 25, 2007 CPSB meetings as submitted in the mailout. Vote on the motion carried unanimously.

ESTABLISHING THE AGENDA AND PROPOSED CONSENT AGENDA

Mr. Guin announced Items 9-13, 15-17, 19, 20 (1-3) and 27 as the consent agenda. He announced that Item 22 "Town of Blanchard and CPSB Cooperative Endeavor Agreement – Blanchard Elementary Playground Equipment" is pulled. Mr. Guin also added under presentations a presentation by Joe Pierce of the United Way.

SPECIAL RECOGNITIONS/PRESENTATIONS

Annual Report. Superintendent Ollie Tyler shared with the board achievements of the Caddo team for the 2006-07 school year from having three of the four 5-star schools in the state, a dyslexia center, the highest ACT score in the last 16 years, 98.2% of its paraprofessionals are highly qualified and 64 nationally board certified teachers. Some of the main achievements in each division are as follows: **Academic Affairs Division** – Seventy-nine additional teaching positions were added with Title II and Educational Excellence Funds; \$326,000 was received from the State Department of Education for meeting or exceeding growth targets; 64 national board certified teachers, 168 teachers received tuition exemption for 240 courses; \$18 million plus was received in grant monies; Cherokee Park and South Highlands participated in the Teacher Advancement Program (TAP); Mooretown and Central were added to the Reading First Program, bringing the total number of schools to 10; Southwood High School implemented the Bio-Technology Magnet Program with 35 students; the first spring conference was held for teachers in high priority schools and new teachers; more than 1,435 hours of dual enrollment credit were earned by 205 career and technical students through Caddo Career & Technology Center, Woodlawn, Fair Park, Green Oaks and Booker T. Washington high schools; 78 Caddo Career & Technology students earned industry-based certifications; and 223 career and technical students gained 136,509 hours of work experience while earning more than \$700,000. **Human Resources Division** – The new substitute teacher calling system, AESOP, achieved a 96.1% fill rate as of May 2007; nearly 200 prospective teacher applicants registered and participated in the Annual Spring Teacher Job Fair held in conjunction with Celebrate Education in Caddo/Bossier; more than 227 over-aged middle school students who are 16 years old and potential drop-outs were routed to the Options Program to obtain a GED; more than 650 students were screened with the new Body Mass Index equipment; the Insurance Department negotiated the ability of our employees to maintain dental insurance upon retirement which is the only plan in Louisiana with this option; Caddo's health insurance increased by only 5.8% compared to a 10-year average of 8.8%; the Insurance Department negotiated the second lowest health insurance increase in history with Blue Cross and negotiated a 10% decrease in dental premiums; and Caddo received back from the Federal Government \$1.1 million to place in the reserve to offset future insurance costs. **Support Services Division** – Upgrades totaling over \$10 million were completed at eight additional campuses bringing the total to 19 campuses that have been upgraded with funds from the 2004 bond renewal; 151 major projects were completed totaling approximately \$40 million; the Finance Department received the ASBO and GFOA certificates of excellence in financial reporting; employees received a one-time \$500 supplement and a 5% pay raise; information technology secured \$1.26 million in E-rate funding for technology services; Distance Learning services in the schools were expanded; Risk Management negotiated more comprehensive coverage at a significant savings to the district; the Security Department piloted the Fight

Diversion Program; the Transportation Department converted to a new map source for bus routing to give more accurate and real time map data; the Maintenance Department completed 99% of work orders received from all schools in the district; data reflects a 28% decrease in the number of students needing special education services as compared to the previous year; and there has been a 9.5% increase in the number of students identified as talented during the school year 06-07 as compared to the previous year. **Superintendent's Division** – Raised the level of confidence by utilizing two-way communication activities with the various school publics through numerous meetings, speaking engagements and media; held the largest celebration of excellence in the State of Louisiana and honored more than 3,500 teachers, principals, students, parents, instructional and support employees at the 3rd Annual Academic Celebration, which included spearheading the first-ever 10-day celebration of education in Northwest Louisiana; published articles in special journals to keep the public informed; coordinated the 2006 United Way campaign that yielded \$142,000 from the Caddo family which is an increase of 63% over the last three years, making Caddo one of the top two contributors in the state; acquired more than 400 new business and community partners; served on state, regional and local governmental, civic, State Department of Education advisory boards and committees to assure Caddo had a voice in helping us do a better job in educating Caddo's boys and girls; added a net total of 182 Opportunity Caddo Fair Share vendors during 06-07 which is an increase of 23% from the previous year; completed 39 school activity funds financial audits and six central office financial/operational audits. Mrs. Tyler noted Caddo is known in many arenas nationwide for achievements and the community has played a major role in making this happen. Mrs. Tyler thanked the Caddo Parish School Board for its support of the Caddo team and the students.

Following Mrs. Tyler's presentation of the 2006-07 annual report, Mrs. Eursla Dickerson Hardy, CPSB member from District 2, thanked Mrs. Tyler and her staff for this outstanding report and took the opportunity to make the following comments about Superintendent Ollie Tyler who is retiring from the Caddo Parish School System as the superintendent. She stated that the dictionary states that a leader has the ability to lead, direct, command or guide a group or activity. Mrs. Hardy said Mrs. Tyler has shown exemplary service as the leader of the Caddo Parish School System and has used her ability in leading, directing, commanding, and guiding the Caddo Parish School System as its superintendent.

She said Mrs. Tyler came into the Caddo System and worked two weeks for FREE. She embraced the statement "*With only a few tiny adjustments, you can release the genius in every child*", and her mission was to educate 45,000 children. She was able to pick this System out of the deep valley, worked her staff and herself to raise \$35 million, and was able to rehire 130 employees that were let go because the System had no money to pay for their employment. She has moved this system upward, she was responsible for hiring and training more than 6,000 employees and managed a yearly budget of over a half a billion dollars. Mrs. Tyler was the Superintendent for the community's largest company and she never lost her focus – the children were always her number one priority and the highly qualified, certified employees her second. She has always put the children first, and for that, I have always admired and respected her.

Needless to say as Caddo's Superintendent, Mrs. Tyler won many, many awards for herself and for the Caddo School System. Two of her outstanding awards were Superintendent of the Year and the Junior Achievement of North Louisiana's 2006 Business Hall of Fame Laureate and will submit a list of the awards to become a part of the minutes. (Those consist of Superintendents 4-H Education Award for Louisiana, 2004; One of "10 Community Most Influential Women in Northwest Louisiana", 2004; member of the Governor's Education Transition Team, 2004; cited with a "Profile of Success" in City Business African American Success Guide, 2002; Phi Delta Kappa, Alpha Theta Chapter's "Outstanding Educator in the Greater New Orleans Area," 2002; recognized in two nationally published educational journals – *Education Week* and *The Administrator*; recognized in the National School Board Association's April 2002 newsletter; New Orleans City Business "Woman of the Year" in 2001; one of 100 Women of Distinction Leadership Award of the Century in North Louisiana, September 2000; One of New Orleans Magazine's "People to Watch", July 2000; Women Who Make a Difference Award for Education in March 2000; Louisiana Middle School Association Award in appreciation of her untiring efforts on behalf of middle level students of the State of Louisiana, March 2000; Louisiana Association of School Executives Educator of Distinction Award, 1999; Exemplary Leadership Award from Phi Delta Kappa, May 1999; Distinguished Service to Education Award from Phi Delta Kappa, May 1998; Award of Excellence from the Louisiana Middle Association,

1995-96 and selected by the *Shreveport Times* as the local hero in education during Black History Month in 1994.)

Mrs. Hardy added it stands to reason her acceptance of the No. 2 spot in Louisiana Education, Deputy Superintendent, to lead the entire state of Louisiana. It's a wonderful opportunity to Caddo and the State of Louisiana to have such an outstanding, dedicated, committed educator, Mrs. Ollie S. Tyler, our champion, and our miracle worker to serve in this position.

Mrs. Hardy stated she is proud to be counted as one of Mrs. Tyler's friends and supporters; that she is loved and will truly be missed. Mrs. Hardy asked School Board members to stand and give a round of applause to Mrs. Ollie S. Tyler, retiring superintendent of Caddo Parish School System, because she has earned it.

Barry Rachal expressed to Mrs. Tyler that it has been an honor and a pleasure to work with her and that he wishes her Godspeed as she represents the State of Louisiana as well as continues to help Caddo. Mr. Ramsey added to Mrs. Hardy's and Mr. Rachal's comments that Mrs. Tyler has been a great asset to the Caddo School System in building partnerships throughout not only Caddo Parish, but throughout the State, and that it will be tough to match the leadership qualities she displayed. With her integrity and knowledge, he well understands why the state pursued Caddo's superintendent. Mr. Ramsey wished Mrs. Tyler Godspeed and God's Blessings. Mr. Burton stated that Mrs. Tyler knows how he feels about her; and while he was mad at first, he is excited for her and this opportunity.

2007 Distinguished Partners in Education Award. Gayle Flowers, director of career/adult/alternative programs, shared with the board that it is an honor for her to make this presentation and to do so while Mrs. Tyler is still here as one of the things she emphasized in her leadership is partnerships with business and industry. She stated that on June 20, 2007, the State Board of Elementary and Secondary Education and Governor Blanco recognized the Automotive Youth Education System Business and Education Council of the Caddo Career and Technology Automotive Program as the recipient of their 2007 Distinguished Partners in Education Award. She said the AYES Business and Education Council began in 2000 with the opening of the new automotive tech building and after the Caddo Career and Technology Center earned the first perfect score in the nation on the prestigious National Automotive Technician Education Foundation accreditation. Mrs. Flowers stated this program was developed at the national level to give support to local automotive dealerships for the Grow-Your-Own Employees School-to-Career Initiative. She shared with the board some facts about this council as follows: it consists of 17 different automotive dealerships and each has at least three employees involved in council activities that meet at least 4 times a year to facilitate the selection of student interns and the implement the AYES process; they serve as guest speakers, open their doors to student job shadows, they donate training equipment and instructional resources, sponsor student scholarships, they help sponsor Career Day events, student scholarships, hire students, serve on state level curriculum committees, support industry based certification, provide access to manufacturer training for teachers and students, judge local, state and regional competitions, sponsor student recognition events, and go above and beyond to help Caddo's students succeed. Mrs. Flowers recognized those members of the Council present at today's meeting: Bobby Fruge, service manager, Landers Dodge, and AYES Chair; Denny Rogers, owner/manager, Landers Dodge; Jerry Wolman, service manager, Orr Cadillac Hummer; Don Muchon, Roundtree Ford; Jerry Lundy, service manager, Chevy Land; Alan Maynard, Heberts Town and Country; Rusty Moore, service manager, Morgan Pontiac; John Pennick, service manager, Saturn; Larry Lawrence, service manager, Mansfield Motors; and Joe Ryder, service manager, Red River Chevrolet. Mrs. Flowers also recognized Caddo Career and Technology Center's Principal Bonnie Martinez. She thanked each for their contributions to Caddo's students and applauded them as recipients of the 2007 Louisiana Distinguished Partners in Education Award.

Mr. Ramsey stated this is one of the better examples of business connecting with the education system and schools to make things happen in our schools and for our students and expressed his appreciation for making a big difference. Mrs. Hardy echoed Mr. Ramsey's comments.

United Way. Joe Pierce, executive director of the United Way, presented to Mrs. Tyler a resolution on behalf of the United Way Board of Directors in recognition of her service to the United Way board, support of United Way, the community and the care and attention given to the children of Caddo Parish.

VISITORS

Robert Jackson, representing the High School Voter Program, shared with the board that this program encourages good citizenship by creating a day for high school seniors to register as voters. He stated the program was introduced in 2002 when Representative Baylor introduced legislation that the first Tuesday in May would be High School Voter Registration Day and in the same year Willie Burton introduced a motion, which passed, and allowed the program to be introduced in Caddo Parish. He shared with the board that in 2003, the program registered 705 students in one day. In 2004, Mrs. Tyler assigned Mr. Roy Thomas to work with them on the program and the following year 904 students registered to vote. In 2005, 660 students registered and on December 5, 2006, the US House of Representatives discussed this program, which the Caddo Parish School System had implemented, and passed a resolution in support of the program. A similar resolution is now in the Senate. He announced that most recently 1009 Caddo students registered to vote in one day.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on the competition to attract and retain the best and the brightest. She said in order to do so, there is a need to identify the wants and needs of those entering the teaching profession. Mrs. Lansdale stated that research indicates they come from different routes and with different expectations, with adults making career changes from a number of professions and many pursuing teaching in the classroom through an alternative route for certification. Mrs. Lansdale said new teachers are approaching teaching in a tentative, conditional manner so that it might be just one career along with others they may have. With 30% of those entering the profession leaving the profession within the first two years, many greater challenges are being faced to keep the new teachers in the classroom. She said it is critical to listen to them when they tell us their jobs need to be made doable. She said many researchers say a good leader at the school site is central to the success of the school and this includes the experience of a new teacher. Mrs. Lansdale stated there are things that can be done to insure that the principals being promoted to leadership positions relate personally and professionally to the new employees, and are present, positive and actively involved in the instructional life of their school. It's also necessary to be sensitive to the assignments teachers are placed in, taking into consideration the number of challenging students in the classroom, the availability of equipment and supplies, and to not place unrealistic expectations on the new teachers to perform at the same level of competency as the veteran teachers. She said providing these new teachers with a supportive work environment is crucial as it is hard to go from a university openly discussing issues in the classroom to being in a classroom with 30 young people and limited adult contact. Mrs. Lansdale also stated that the salary schedule can be used as a variable tool to attract new teachers, and provided board members with copies of the Caddo, Bossier and DeSoto Parish salary schedules; and asked that while the Caddo Board is considering extra compensation for the new teacher, to note that new teachers beginning in August cannot draw compensation until September. She noted measures implemented in Bossier to insure that the new teacher receives compensation in August and added an example of retaining the veteran teacher. In looking at the salary lanes of the three schedules, Mrs. Lansdale said that at the end of 10 years, it is evident a teacher would benefit moving to Caddo or DeSoto. Mrs. Lansdale encouraged the board to wait before making the decision on salaries so as to provide the opportunity for input from the administration and a clearer understanding of salaries for the district, i.e. have all the available funds been identified, has the budget been gleaned to make sure we have identified all reoccurring funds and to make certain the salary schedule is an effective tool for attracting and retaining teachers.

Scott Hughes, Alliance for Education, commended the board for the way it started the superintendent search (following a previous pattern), limiting the search to a regional search, and that he believes the board was correct in 2003 in following the search method it did; however, he also believes the bar has been set very high. He stated he doesn't believe we are replacing Mrs. Tyler, but we are trying to find a new superintendent which is always difficult to think you might find the same skill set that is being lost; however, he doesn't believe Paul Pastorek thinks that exists and as Mrs. Tyler leaves, he thinks it's not necessarily good-bye, but a matter of looking forward to working with her in her new role in Baton Rouge. He said as the search process begins, the Alliance looks forward to working with the board and how we can keep superintendents here, and how we can address superintendent tenure since two of the seven in Northwest Louisiana have left this year. Mr. Hughes said he has addressed the board many times on what the Alliance believes the role of any board is and that is to establish policy, set a budget,

and hire and fire a CEO. He encouraged the board to aim high as it did in 2003 and hopefully bring a new superintendent who can return the kind of results Mrs. Tyler has.

Daryl Roberson, treasurer of the Caddo Association of Educators, addressed the board on the proposed pay raise and the appreciation for the State Legislature approving a pay raise for teachers statewide in the amount of \$2,375 and \$1,000 for support professionals and that we need to be mindful that all Louisiana teachers and support personnel do receive these amounts. He recognized that Option A of the proposal is the best recommendation, and asked that the board work with Option A with the following changes: recognizing that Bossier can give teachers an additional \$1,452 and improve their rank to number 9, he asked the board to consider an additional minimum amount of \$375 added to the local raise in Option A and thus increase the total to \$3,375 with \$1,000 coming from Caddo. He asked the board to consider the substantial surplus Caddo has and work diligently to make Caddo Parish teachers and the support employees number one by making the salaries competitive which will help the system to attract and retain employees at all levels.

CONFIRM THE CONSENT AGENDA

Mr. Burton moved, seconded by Mrs. May, to confirm the consent agenda. Vote on the motion carried unanimously. The following is a summary of the board's action on items categorized as the consent agenda:

Item 9. A. B. C. and E.

Personnel Recommendations. Per request from the superintendent, Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following personnel appointments as recommended by the superintendent and approved by the board: Victor Mainiero, principal, Youree Drive Middle School; Eric Hill, principal, Central Elementary; Shannon Wall, principal, Donnie Bickham Middle School; Travis Smith, principal, Lakeshore Elementary School; Tiffany Brown, assistant principal, Southern Hills Elementary School; Ruby Scroggins, assistant principal, Bethune Middle School; and Barbara Felsher, supervisor of pupil appraisal. These appointments will receive the appropriate salary as reflected by the Caddo Parish School Board Salary Schedule applicable to the position to which they are appointed.

Mrs. Bell expressed congratulations to the appointments and how happy she is about the number of graduates from Caddo schools. Also, she said she is especially happy for the two Green Oaks graduates, as her father was the first principal of Green Oaks High School.

Requests for Leaves. The following requests for leaves were approved as recommended by staff and included in the mailout.

Certified

Leave Without Pay, Fall Semester 2007 – Spring Semester 2008

Latonya O. London, Counselor, Woodlawn, 17 years

Sabbatical Leave (Medical), Fall Semester 2007

LaTanya W. Marshall, Teacher, Southwood, 18 years

Rescind Sabbatical (Study), Fall Semester 2007

Charme Thompson, Teacher, Werner Park, 3 years

Patricia March, Teacher, Mooretown, 18 years

Rescind Sabbatical (Study), Fall Semester 2007 – Spring Semester 2008

Amanda Grindstaff, Teacher, Forest Hill, 8 years

Classified

Catastrophic Leave, May 10, 2007 – May 18, 2007

Linda Free, Bus Driver, Keithville E/M School, 7 years

Personnel Transactions Report. The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of May 26, 2007 – June 25, 2007 as recommended by staff and included in the mailout.

Renewal of Promotional or Administrative Appointment Contracts. The board approved the renewal of administrative contracts as recommended by staff and included in the mailout.

Agenda Item No. 10. A. B. C. D. and E.

Bids. The board approved the following bid as recommended by staff and included in the mailout on the bid tabulation sheet: (1) Integrated Network System totaling \$102,832 for Anti-Virus and Email Archival Software.

Request for Lease on Walnut Hill Elementary/Middle School Grounds. The board approved the lease of Walnut Hill Elementary/Middle School grounds to Charles Boyter totaling \$600 per year for an agricultural lease.

Request for Authority to Hold Auction Sale of Surplus Used Vehicles. The board approved the request for authority to hold an auction sale of surplus used vehicles in August, 2007.

Request for Authority to Hold Annual Salvage Sale. The board approved the request for the authority to hold the annual salvage sale in November, 2007.

Bids (Capital Projects/Construction). The board approved the following bids as recommended by staff and included in the mailout on the bid tabulation sheets: (1) Bowman's Asphalt with a Base Bid and Alternate 1, for the sum total of \$849,362 for Project 2008-101, "Northwood All Weather Track"; (2) Douglas Construction & Remodeling with a Base Bid and Alternate 1, for the sum total of \$1,045,943 for Project 2006-105, "Classroom Wing Addition at Caddo Career & Technology"; (3) D&A Associates with a Base Bid, for the sum total of \$53,635 for Project 2008-219, "Caddo Magnet High School Bleachers".

Agenda Item No. 11

Appointment of Fiscal Agent. The board approved the appointment of JPMorganChase as fiscal agent for the period of July 1, 2007 through June 30, 2010 as recommended by staff and included in the mailout.

Agenda Item No. 12

Resolution Approving the Louisiana Compliance Questionnaire. The board approved the resolution approving the Louisiana Compliance Questionnaire as recommended by staff and included in the mailout.

Agenda Item No. 13

Proposal from Shreveport Regional Sports Authority for Renovations to Woodrow Turner Track & Field Complex at Lee Hedges Stadium. The board approved the proposal from the Shreveport Regional Sports Authority for renovations to Woodrow Turner Track & Field Complex at Lee Hedges Stadium as recommended by staff and included in the mailout.

Agenda Item No. 15

Partial funded Positions and Supplanting Services with Title Funds. The board approved the partial funded positions and supplanting services with Title funds as recommended by staff and submitted in the mailout.

Agenda Item No. 16

Proposed Enriched Credit Courses. The board approved the proposed enriched credit courses as recommended by staff and included in the mailout. Approved courses include: (1) Commercial Art I and II submitted by the Caddo Career & Technology Center, (2) Health Occupations I submitted the Caddo Career & Technology Center, and (3) Computing Science AP (Enriched) Course as requested by Caddo Magnet High School.

Agenda Item No. 17

South Park Mall Adult Education Agreement. The board approved the agreement with South Park Mall for the Adult Education Program as recommended by staff and included in the mailout.

Agenda Item No. 19

Special Education Interagency Agreements and Contracts. The board approved the special education interagency agreements and contracts as recommended by staff and included in the mailout.

Agenda Item No. 20 (Nos. 1, 2 and 3 in the mailout)

Classified Staffing Adjustments and Requests. The board approved the classified staffing adjustments and requests (Nos. 1, 2, and 3) as recommended by staff and submitted in the mailout. The adjustments and requests approved include (1) replacing 2 Grade 4 positions (General Fund Aide and Office Clerk) with (1) Secretary II at the Caddo Career & Technology Center at a savings of approximately \$6,200, (2) replacing (1) Senior Clerk II (Grade 6) position in the CPSB Insurance Department with (1) Bookkeeper 1 (Grade 7) at a cost of approximately \$1,000-\$4,000, and (3) Add (1) Bookkeeper, HS (Grade 8) position at C. E. Byrd High School at a cost of approximately \$46,637.

Agenda Item No. 27

Dual Enrollment Policy. The board approved revisions to CPSB Policy IGCD/LEB Advanced College Placement – Dual Enrollment Policy as submitted in the mailout.

Recess. The board president called for a 10 minute recess at approximately 5:45 p.m. and the meeting reconvened at approximately 6:00 p.m.

MCGRATH TRAINING SYSTEMS

*Mrs. Crawford moved, seconded by Mrs. Crawley, to approve the proposed contract with McGrath Training Systems as recommended by staff and included in the mailout. Mrs. Armstrong asked staff about the fact this is a California firm and if staff researched to determine if someone in Louisiana can provide this service? Mr. Watson stated staff has checked this out, and added the district has done business with this company in the past and has an established relationship with them. He said since they have provided training in the past, it will give us an advance time on providing this very unique training to our employees via the Internet. Mrs. Armstrong also asked about the district being responsible for the cancellation/postponement of airline flights. Mr. Watson explained this is standard language within their contract and he doesn't anticipate this since the training is via the Internet. *Vote on the motion carried unanimously.**

P.E.A.C.E. of ART GRANT

Ms. Priest announced it is necessary for her to abstain on this vote due to a conflict of interest. *Mrs. Armstrong moved, seconded by Mrs. Crawford, to approve the P.E.A.C.E. of Art Grant as recommended by staff and included in the last mailout. Vote on the motion carried with Board member Priest abstaining, and Board members Guin, Hardy, Burton, Crawley, May, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion. Ms. Phelps did not vote.*

RECOMMENDATION FOR EMPLOYEES' PAY RAISES

Mr. Ramsey moved, seconded by Mrs. Hardy, to approve the proposed salary increases under Recommendation Option A, as well as the \$500/\$250 increase for beginning teachers, as recommended by the superintendent and submitted in the mailout. Mr. Ramsey stated it is obvious that much thought went into this recommendation and it addresses many of the comments and desires expressed by the board during the budget process, as well as over the past several years, and he is appreciative of the hard work that went into bringing this to the board. He asked the superintendent to elaborate on her recommendation. Mrs. Tyler stated that staff

looked at this item for many, many days to make sure we were (1) addressing the concern of attracting and retaining highly qualified certified and support people, and (2) also, addressing concerns brought forward by this board to look at adding as much as possible to what the state allocated for both certified and classified personnel, as well as address something with the beginning teachers' pay scale, particularly the 0-4 year experience teachers. In doing so, Mrs. Tyler said the staff was able to come up with this recommendation, one that ensures we are still being prudent. She added staff doesn't see where the recurring revenue will be coming in to withstand any larger recurring expense than this; and if an amount larger than this is approved, the board could get into a problem with the district's financial stability. Mrs. Tyler explained that the \$625 more per teacher, the \$500 more for support personnel, the \$500 for teachers with 0-3 years experience and \$250 for the four-year teachers is what staff believes can be approved for the employees. She stated explained something happened at the state and federal level to create a concern, and that is we can no longer use Federal and State dollars to help with funding various mandated programs and positions, but these must now be funded from the district's General Fund. She said if she could have recommended any more from the district without putting the district in danger, she would have done so. Mrs. Tyler said a substantial portion of the property tax increase and the ad valorem tax was used for these raises, as well as any additional funds from MFP, and this recommendation comes because of the necessity to be competitive despite the increase in cost of other services, i.e. cost of fuel, etc., and she believes this recommendation is in line with what the board wished to do.

Mr. Ramsey stated the board definitely does not want to get into the same position it was in 2003 and asked the superintendent if Caddo has a representative that sits on the tax commission, and if there is any indication the economy will continue to boom. Mr. Watson responded that he and Mr. Lee sit on the Sales & Use Tax Commission and currently, the revenue is relatively high. He explained he and Mr. Lee attempted to develop scenarios for the Superintendent's recommendation and they looked at the return rate over the last several years to use as a predictor so when the board voted on a raise, it could be something the district could sustain. He said if a raise is given based on what was collected this year, more could be offered to the employees; but if you look over several years, it is necessary to offer less. Thus, the recommendation is what staff believes is being a good steward of the tax dollars. Mr. Watson said the commission has another meeting next week and staff should get an update on the tax returns. Mr. Ramsey stated his support of the superintendent's recommendation.

Mrs. Tyler commented that the ending operating balance in the General Fund is not recurring, and the only recurring dollars are those received from ad valorem taxes, property taxes, and this has already been considered. She said many times people will say the district has a large ending balance, but those funds are being used every year when the cost of living goes up; and unless you have recurring revenues for those expenses, you eventually will go in the hole.

Mrs. Hardy thanked the superintendent for the clear explanation and that what is being proposed is all we can give the employees. She added we do not ever want the district to fall again in the situation it was prior to Mrs. Tyler's appointment as superintendent; and if this is all we can give, she supports the superintendent's recommendation.

Mrs. Crawley moved, seconded by Mrs. Bell, to postpone the proposed salary increase until the board holds a work session and receives more budget information and employee input. Mrs. Crawley read from the May 15th minutes a request she made for the staff to provide information on a dollar amount for teacher and employee pay raises, not considered by the Legislature and that she receive this dollar amount prior to a distribution table. She said this has been on the agenda for three months and when someone asks an employee for information for three months and they receive it when they receive the distribution table and not before, she thinks she, or any board member, deserves to take this table as the information requested. Mrs. Crawley indicated she is not saying she will change or want to change the recommendation, but only that she needs more information. She only wants the board to consider this carefully; and while she is appreciative of the information provided, she needs more data. Mrs. Crawley said this was also a part of her request in May, that the board receive data about personnel and while a part of this has been addressed when staff began sending the board a weekly report, she also wanted an exit survey to determine why our employees are leaving and going to other parishes. Also, when new teachers put in an application, she wants more. She doesn't believe money is the #1 issue, because anytime a teacher leaves, money does not come up as No. 1, so she wishes to know why they left/are leaving, and she believes this information is very important when deciding a pay

scale. Mrs. Crawley said she is also requesting that the board not pass a pay raise that includes what the Louisiana Legislature gave. She explained the last time the pay increase was put together like this, it blurred what the Legislators gave and she received many calls about it. Mrs. Crawley asked that this item be brought back as two separate items for the board to vote on.

Mrs. Bell stated the reason for her second is she has a lot of questions. She said as a new board member, she believes it unfair to her to not know where the monies come from. She referenced October 1st as a key date in the organization. Mrs. Bell said while she was a teacher in the district, she had every opportunity to express to the Caddo Parish School Board what the employees wanted. She said the teachers, support, organizations, all should have an opportunity to share with the board. Mrs. Bell said she wants to postpone until the board has a work session and she has the opportunity to receive more information and explanations on this item, because she feels she is being asked to vote on something she knows nothing about. Mrs. Bell said no one fights harder for teachers/employee raises than Dottie Bell and she is here to make sure they are getting everything they can. Mrs. Bell expressed her appreciation to the president for allowing her to get more information and ask more questions, because she cannot support this recommendation until she has the opportunity to get input from the community and the people (employees) involved. She noted phone calls she received today and she felt dumb because she could not answer her constituents. Mrs. Bell said she may vote on this option next month, but she appreciates the opportunity to get additional information.

Mrs. Crawford requested an ending balance report for June 30th which the board usually receives monthly. She believes this would be very helpful since she refers to these monthly reports.

Ms. Phelps stated she agrees with Board members' Bell and Crawford's comments. She said she was not prepared to vote on this today after only receiving the information on Saturday. Ms. Phelps said she believes in the past the board members received information on pay raises and what the ending balance would be after the raises are given, and she believes its due diligence to the community to let them know about these raises and get their input.

Mr. Rachal asked for clarification from the maker of the motion if her motion is the board not vote on the state funds nor the local funds? Mrs. Crawley said she did not know the board had to vote on the state funds given by the Legislature, but only on the local funds. Mr. Rachal asked the superintendent to explain if the board needs to vote on the state funds? Mrs. Tyler explained the board will have to vote for staff to distribute the state funds to the employees, even though the funds have been allocated. Mr. Rachal noted information he placed at board members' stations on long-range goals and the first thing on the list is starting teacher pay, but balancing it at the same time is to create a General Fund reserve. He believes we are maintaining a very good balance of the two and while it would be very good to give every penny we have in raises, however, we would not have any reserve left if we did. Mr. Rachal also noted that in looking at this, he believes staff is saying this is the proper balance with the revenues we have. Mr. Rachal referenced that Caddo's bond rating has continued to go up to the extent Caddo has been able to save approximately \$1.5 million; and if he remembers correctly, this weighed heavily in the bonding companies' determination of Caddo's bond rating. He asked if we know how much money the district saved as a result of refinancing and how much is a direct result of having this reserve on hand? Mr. Lee said he does not have these figures with him, but he can provide them. Mr. Rachal said he is very comfortable with what has been recommended, and we do not need to do any deficit spending, and pay raises are recurring expenses.

Mrs. Armstrong said she doesn't remember any board member say anything about wanting to increase the recommendation, but only that they want to be able to study the document and get more input as to where we stand financially at the end of June. She said Mr. Watson and Mr. Lee would be getting additional information in a week or two and this might give the board the information they need. She said until we can get all the information, she supports postponing and reconsidering this next month.

Mrs. Hardy asked what additional information is needed to make this decision and asked Mr. Watson if he has additional information to share with the board? Mr. Watson explained that the information staff will receive from the Sales and Use Tax Commission will not likely be any different than the last report. He said whether it is up or down slightly, staff made its recommendation on a seven-year average and he doubts seriously staff will change its recommendation. He again stated that the end of the year balance is not what staff is basing its

recommendation on, as this is carryover; but staff is basing its recommendation on recurring funds, i.e. ad valorem and sales taxes, and MFP dollars. He stated the reason these figures and recommendation are late coming to the board is we had to wait until the Legislative Session ended and we received the information from the state. He said once the board approves the pay raises, it will take staff approximately 10-14 days to put the raise in the system.

Mrs. Hardy also said she remembers as a former employee that everyone always wants more money, but the Superintendent is recommending all the board can give to the employees, so she doesn't understand what additional information is needed.

Mrs. Bell called for a point of order, because she has a lot of questions. The board president stated that this is not a point of order. Mrs. Bell asked can she not disagree, and the board president stated that Mrs. Bell could disagree, but that's not a point of order; a point of order is if the board is addressing something out of order.

Mr. Ramsey said Mr. Watson clarified one of the questions he wished to ask and that the ending balance is not real money that can be spent anyway the board wishes. He also said he explained why the board has not received an update on the ending balance due to the fact staff is continuing to get expenses in.

Mrs. May said she does not want any employee to feel she is not going to vote for a raise for them, but she also has some questions, since being out of town did not allow her the opportunity to review and get the questions answered. She asked that board members support postponing until August.

Ms. Phelps also stated she is not wanting to give more money at this time and she appreciates the information given to the board for consideration. She said if she understands correctly, Mrs. Crawley is asking for the additional \$625 and she also would like to have received the same information. Ms. Phelps referenced the ending balance as it stands right now and asked if anyone has an idea what the ending balance will be after the raise is given?

Mr. Guin reminded board members that the motion presently on the table is to postpone and comments and questions should be made relative to postponement. Ms. Phelps said her question is if staff has any idea what the ending balance may be after giving the pay raises? Mrs. Tyler said she does not know, but until the books are actually closed by the external auditor, which is usually between October and December, staff will not know. Ms. Phelps asked if staff does not have an estimate, a hypothetical amount, a projection? Mr. Watson stated that staff presented three scenarios. Ms. Phelps said no sir, after the board approves this and subtracts from the ending balance, we have an idea of how much money we will have. Mr. Watson said we do not until the books are closed out. Mr. Watson said we know what the estimated revenues are. Ms. Phelps said if you want to call it estimated revenues, we know that amount, do we not? Mr. Watson responded staff provided the estimated figures on the front page of the memo. Ms. Phelps asked where is the estimated balance? Mrs. Tyler responded that when giving raises, she doesn't remember providing a balance, because this has nothing to do with the balance left. Normally, staff tells the board what is coming in and what the recurring expense will be and in terms of the balance, whether or not you have recurring revenues in that balance and staff can possibly estimate that. She stated she understands Ms. Phelps is asking for a balance if the board gives the raise and staff cannot give the board that figure, because we do not know it, but only an estimate of what we have coming in, the recurring revenues. Ms. Phelps asked if the board was not given a rough estimate of recurring revenues? Mr. Watson responded that information was provided in the cover memo to the board. Ms. Phelps indicated that is not the information she is looking for, and these are the type questions she would ask in a workshop. She said she remembers very vividly in the past attempting to split the raise into two parts and she would like to look at this possibility.

Mrs. Bell again stated she has lots of questions because she did not have time to look at this and get with Mr. Lee to go over it with him. She said she has heard about the counting of students after October 1st and asked Mr. Watson to explain the significance of this date. Mr. Watson stated that October 1st is one of the two dates in the year that the MFP is funded and the State Legislature sets aside the student allotment. He explained he and Mr. Lee just completed a survey with the state and the student population is slightly down from last year, so MFP dollars may be slightly less.

Mr. Guin again reminded board members that the line of questioning is based on the original motion and not the motion on the table to postpone.

Mrs. Bell said the reason she wants to do this is because this could have been avoided if there had been a work session and that is why she wants to postpone.

Ms. Priest asked, that relative to the rationale provided in the mailout and the need to do more to attract more teachers, where we stand in filling slots for 2007-08 school year and if we postpone, how will it impact the hiring and staffing of our schools? Mrs. Tyler said if we have a more attractive salary schedule before school begins, it will afford us the opportunity to attract more highly qualified teachers. She said we can state there will be an increase, but she believes it will have an impact. She reminded the board that the 260-day employees begin their school year July 1, so it will need to be retroactive.

Mrs. Crawford stated that each board member is elected to ask questions and get information so they are comfortable with each vote taken, so it should not be a right or wrong if certain board members need a little more time and information. She further stated that each board member is intelligent and knows that every penny cannot be spent, so we don't need to be told this. She said she believes it is a courtesy that board members respect other board members who need time and/or additional information.

Mrs. Crawley said she believes the vote for the postponement is a vote for respecting other board members. She said if a pay raise is passed in August, it will allow staff approximately 20 days to get it into the system as it will be in the September paycheck. She said she believes anyone who says a 10 day delay is only blowing smoke and this is only a matter of respecting board members. She said she started this conversation on May 15th and it is disrespectful to not receive information requested for three months or at least a phone call as to why it is taking so long.

Mr. Guin stated that in looking at the calendar, the workshop falls on Tuesday, August 7th which will allow three weeks from today for staff to provide information requested or for board members to get with staff. He asked the maker of the motion if she would be agreeable to amending the motion and calling a special meeting following the work session to address this matter? Mrs. Crawley responded that this is not a change from her motion as all she asked in the motion was that a workshop be held prior to the board voting on the pay raise. Also, Mr. Guin added that when the Board discussed and ultimately approved a \$500 one-time supplement, he recalls it being noted in the discussion that people would forget it, and he didn't want employees to begin whining in June/July for additional monies. He referenced a speaker's comments regarding the percent of monies being rewarded under the current proposal, and a comparison made to Bossier, etc. He reminded everyone there was a \$500 amount not included in that summary that was given after the first of the year; and in all fairness, these things need to be remembered. Also, the board needs to consider very strongly that whatever it does with this proposed raise, all employees across the board need to know that the same discussion will not be held again in December of this year. When passing this raise, either the board is doing so with the intent of coming back in December or with the intent of putting all in this pay raise, and this needs to be clarified loud and clear. Mr. Guin stated he knows the superintendent put a lot of time in this recommendation and the timing in which the board received it is not great, but he also understands the staff did not have a choice with the timing because of information they had to wait on from the State. He also stated he remembers these discussions in the past with pay raises coming from funds approved by the Legislature and the board postponed more than one time and held a special meeting to address it. He added it is unfortunate that we have an outgoing superintendent who put a lot of work into this and she will not be able to experience "the glory" of it; and while he doesn't have a problem postponing, he wants the board to recognize the fact that Mrs. Tyler did a lot of the work.

Mr. Burton called for the question, seconded by Ms. Priest, to end debate on the motion and substitute motion. Vote on the motion carried unanimously.

Vote on the substitute motion to postpone carried with Board member Ramsey opposed and Board members Guin, Hardy, Burton, Crawford, May, Phelps, Priest, Crawford, Rachal, Armstrong and Bell.

PROPOSED REVISIONS TO CPSB POLICY JFCA (SCHOOL UNIFORMS)

Mr. Ramsey moved, seconded by Mr. Burton, to approve the proposed revisions to CPSB Policy JFCA (School Uniforms) as submitted in the mailout. Mr. Ramsey stated he has had lengthy conversations with the board attorney, as well as constituents, about Southwood High School's desire to proceed with implementing uniforms. Mr. Abrams has done a thorough investigation and has said legally, the board can mandate uniforms at Southwood High School, but he prefers that the board revise its policy to include this and highlighted the proposed revisions. Mr. Ramsey stated that is why he brings this issue, to revise our policy to conform to another motion he wishes to bring to the board. He said the activity involved in generating a minimum of 75% of the parents responding and 75% of those in favor of has proven to be a monumental task in the school's efforts; and thus, he is asking the board to approve these revisions. Mrs. Armstrong stated her appreciation for Mr. Ramsey bringing this to the board, as this is something she has wanted for a long time. She added she too has many constituents, and staff, that have expressed the same concerns. She referenced a request of staff in May to provide some information relative to the possibility of a mandatory parishwide uniform policy and read the response she received. She said she believes this is long overdue and is something she feels is very important. She supports this and appreciates that the Superintendent has approved placing it on the agenda. Mrs. Armstrong said uniforms have been a very important key in the areas of safety and security of the student bodies and noted when the board first approved the dress code policy, one of the things parents were concerned about included uniform cost and availability of uniforms to students in low-income schools. To date, she said, the majority of the schools requiring uniforms are those in low-income areas.

Mr. Guin clarified that it was not the Superintendent's responsibility to put these items on the agenda; but when he received the call from Mr. Ramsey, he asked that it be put on the agenda.

Mrs. Crawley asked how many schools in the parish have achieved the 75% and thus require students to wear uniforms? Mrs. Gunn responded she does not have the data in front of her, however, all the schools that have uniforms, did have 75%. Mrs. Crawley said she needs a number, is it half? Mrs. Tyler asked Mrs. Crawley if staff can provide her that number later since staff was not aware she had that question today? Mrs. Crawley said she believes it's important to have before the board votes on it. She said if she wins an election by something, she doesn't want 50% of the people against her. If the percentage is changed to 60% or 70%, she might can support it or if the 50% applies only to Southwood, she can also live with that, but she does not wish this for the schools in her district. She believes parents and students need to buy into this.

Ms. Phelps asked if this is passed today, will it be implemented this school year? Mr. Ramsey stated that the policy will be in effect. Mr. Ramsey stated that as it reads on the motion sheet, he intends to ask that it be implemented in 08-09 at Southwood, but that will be addressed in the next motion. The current motion is to revise the board's policy. Mr. Burton called for a point of order and that when it is implemented may determine how the board member might vote on the motion. Mr. Guin explained there are two different motions and the revisions to the policy are parishwide and if the board approves the revisions, it will be effective immediately for the entire parish, and the policy is not applicable to just Southwood, but to every school in the parish. Ms. Phelps asked if she can ask a question about Southwood or must she wait? Mr. Guin stated she would need to wait until the next agenda item is discussed. Mr. Burton called for another point of order because he believes Ms. Phelps is asking the question so she will know how to vote. Ms. Phelps thanked Mr. Burton as that is what she is asking and she doesn't believe we must stick to the rules that much.

Mrs. Bell stated her support of the motion on the floor because she taught in a high priority school and the first five years there were no uniforms; however, when uniforms were implemented, the discipline problems went down.

Mr. Guin explained, based on what the attorney advises, the verbiage in the policy stating that the timeline includes the Superintendent will develop a timeline in the Spring prior to the year of implementation and that is the reason for his statement that the policy will go into affect immediately.

Mrs. Crawford asked if this passes, will uniforms become mandatory all students even if a school currently has uniforms, but it doesn't apply to all students at that school? Mr. Guin responded, with confirmation from Mr. Abrams, it would, because there is nothing in the policy that any group would be grandfathered in.

Mr. Rachal stated his support of the motion and *moved to call for the question. Motion was seconded by Mr. Burton and vote on the motion to end debate carried with Board member Crawley opposed and Board members Guin, Hardy, Burton, May, Phelps, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.*

Vote on the motion to approve revisions to CPSB Policy JFCA carried with Board member Crawley opposed and Board members Guin, Hardy, Burton, May, Phelps, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

PROPOSED UNIFORM POLICY FOR SOUTHWOOD HIGH SCHOOL

Mr. Ramsey moved, seconded by Mrs. Hardy, to direct Central Office and Southwood High School staff to implement a uniform program for the 2008-2009 school year at Southwood High School. Mr. Ramsey stated he pointed out in the rationale in the mailout that this has been a topic of discussion for the past several years. He said he believes there is a clear majority that supports school uniforms and he included information that 97% of the faculty and staff during the 2004-05 school year agreed uniforms would be beneficial to the school. He explained that when the school sent a survey to all the parents asking them to vote yes or no on this issue and return the ballot, 54% of the ballots received (which was 17% of the student population) were for uniforms, which was not the 75% required. During 2005-2006, Mr. Ramsey stated that Victor Mainiero and the staff put forth a tremendous effort to get uniforms and they contacted 59% of the contacts required and 59% were affirmative, which he believes is a clear indication the majority will support uniforms. He further explained that the principal requested time to do a campaign during the 07-08 school year for implementing uniforms in the 08-09 school year. Mr. Ramsey said he looks forward to seeing a very professionally dressed student body at Southwood in a safer environment as a result of the approval of this motion.

Mrs. Hardy stated it was always former Board Member Jerry Tim Brooks' dream that all students in Caddo Parish would wear uniforms and she knows he would be pleased that Mr. Ramsey has brought this. Mrs. Hardy said she believes all the children will benefit in many, many ways, as well as the teachers, because they are the role models for the children.

Mrs. Armstrong encouraged support of this motion. She said she knows the Southwood High School staff is very interested in implementing uniforms and she supports them and this motion.

Vote on the motion carried unanimously.

Recess. President Guin called for a three-minute break at approximately 7:37 p.m. and reconvened in session at approximately 7:50 p.m.

FUNDING FOR SPONSORSHIP OF CLASSROOM AT SAFETY TOWN

Mr. Ramsey moved, seconded by Ms. Priest, to approve \$50,000 for the sponsorship of a classroom at Safety Town and that the ending balance be adjusted accordingly.

Mr. Ramsey stated that in his rationale in the mailout he notes that sometimes accidental death or serious injury to a child is often preventable; however, he believes with emphasis on proper training, we can make a difference. He is proposing that we fund \$50,000 for a classroom sponsorship at Safety Town. Sheriff Prator has made presentations to the board and has been active in generating funds for this facility. He said approximately 3,600 2nd graders will have an opportunity to go through Safety Town, as well as approximately 2,900 from Bossier and DeSoto Parishes. Mr. Ramsey shared with the board his involvement in Safety Town, and this is an opportunity to help structure the training for our students and establish the Caddo Parish School Board's involvement in this project. He expressed his appreciation to Sheriff Prator for making this happen and introduced Sgt. Richard Corbitt who is present to answer any questions. Mr. Ramsey asked the board to support this recommendation. Ms. Priest said she had the opportunity to go to many Safety Town presentations and to have a one-on-one with this

program. She stated this is an excellent program that has great community support, but the underlying factor is it is designed to benefit our children. Safety is an area we need to support as a number of incidents have occurred; however, with Safety Town, it is hoped these incidents will be reduced by teaching our students safety tips. Many business partners in the community are supporting this project, and since this is benefiting our students, she believes it a good use of funds.

Ms. Phelps asked Mr. Ramsey where the funding will come from? Mr. Ramsey responded the funds will come from the General Fund. *Ms. Phelps moved, seconded by Mrs. Crawford, to postpone this item.* Ms. Phelps explained she was in attendance for the presentation and she believes it is a wonderful program; however, waiting until the next meeting to act on this will allow for the opportunity to get more information. She said she has a definite concern since she just learned there is a problem funding teachers at 2 schools, and she cannot support spending \$50,000 to a program at this time when we are not able to fund teachers at a high school.

Mrs. Crawford stated her agreement with Ms. Phelps' comments and asked the board to vote in favor of postponing.

Mr. Rachal stated that he does not see any reason to postpone this item and he would like to have the opportunity to speak to the original motion. Mrs. Bell stated that she has no problem and believes this is a great program; but because she has questions which may determine how she votes; she doesn't understand why we don't postpone until we know the ending balance.

Mr. Ramsey encouraged board members to vote against postponement and vote for the children of Caddo Parish. Sheriff Prator made a detailed presentation on what the complex will look like and there is also information in the mailout giving details of the various levels of sponsorship. He doesn't believe there is anything more valuable than the safety of our students.

Mrs. Crawley said she will vote for the postponement since this is for the entire parish. She stated she would like to see staff bring a proposal for this, since staff usually brings proposals to the board when a program is for the entire parish and not just one board member's district.

Vote on the motion to postpone carried with Board members Hardy, Burton, Priest, Rachal, and Ramsey opposed. Board members supporting postponement were Crawley, May, Phelps, Crawford, Armstrong and Bell. Board member Guin abstained.

HIGH SCHOOL PERFORMING ARTS PROGRAM

Ms. Phelps stated that she is wondering if there is funding problem with this item and asked that it be postponed.

MEMBERSHIP IN NSBA NATIONAL BLACK CAUCUS OF SCHOOL BOARD MEMBERS

Ms. Phelps moved, seconded by Mrs. May, to approve payment for membership in the NSBA National Black Caucus of School Board members. Ms. Phelps stated that she is president of the LSBA Black Caucus and believed it fitting for her to represent Caddo Parish at the National level where issues of African-Americans and students as a whole are being addressed. She said she appreciates the board's support. Mrs. May stated she agrees. Mrs. Hardy asked Board member Phelps if she is asking the Caddo Parish School System to pay the \$95 for the membership? Ms. Phelps answered in the affirmative. Mr. Rachal said his only problem is he believes we are setting a precedent. He said if Ms. Phelps wishes to participate in this board individually, he thinks it's great; but he is a native American-Indian, and he doesn't believe he should come to the board and ask them to approve membership in an affiliate organization. He said there are many organizations that individuals may want to be a member of and in the past when other governmental bodies have done this, it has set a bad precedence. Therefore, he cannot support this; but wants the maker of the motion to know it has nothing to do with the group nor is it personal. Ms. Phelps stated she appreciates Mr. Rachal's response and yes there are other ethnic groups and organizations within NSBA; but as a part of the LSBA and being the president of the State National Caucus, she believed it beneficial. She said if she were not a member of the State caucus, she would not want to be a member of the organization; however, she would like the opportunity to represent Caddo Parish and the State of Louisiana.

Vote on the motion carried with Board members Guin, Hardy, Rachal and Ramsey opposed and Board members Burton, Crawley, May, Phelps, Priest, Crawford, Armstrong and Bell supporting the motion.

SUPERINTENDENT SEARCH UPDATE

Mr. Guin noted Burnadine Anderson provided an update to board members on the Superintendent Search and he read the following appointments to the Citizens Advisory Committee: District 1 – Johnny Digilormo; District 2 – Mrs. Tabatha Taylor; District 3 – Major Brock; District 4 – Bessie Smith; District 5 – Mrs. Shirley VanDyke Ashley; District 6 – Rev. Timothy Jones; District 7 – Mrs. Ammie Washington; District 8 – Laura Gustavson; District 9 – Ms. Cooper Knecht; District 10 – David Cox; District 11 – Mrs. Jo Sellers; District 12 – Rev. Joe Gant; Caddo Retired Teachers Association – Linda Lynn; Caddo District PTA – Sam Jones; Caddo Association of Educators – Cedric Choyce; Caddo Federation of Teachers/Support Personnel – Jackie Lansdale; and a name to be determined to represent APEL. *Mr. Rachal moved, seconded by Mrs. Bell, to accept these names and that when the APEL representative is selected to have the opportunity to also approve them. Vote on the motion carried unanimously.*

Mr. Guin read the role of the advisory committee will be to (1) provide feedback on qualifications/criteria, (2) to attend Caddo Parish School Board community meetings, (3) disseminate brochures to assist in recruitment, (4) provide informal and formal observations of the process, (5) attend lunch/meeting with finalists, (6) attend public reception, and (7) elect a chair and co-chair. *Mrs. Crawley moved, seconded by Mr. Burton, to approve the role of the Advisory Committee as submitted and to establish the first meeting date of July 26th as proposed. Vote on the motion carried unanimously.*

MOTION LIMITING INTERIM SUPERINTENDENTS ABILITY TO APPLY FOR PERMANENT SUPERINTENDENT POSITION

Mrs. Armstrong moved, seconded by Ms. Phelps, that the interim superintendents for Caddo Parish will not apply for the permanent superintendent's seat. Mr. Ramsey called for a point of order in that due to the lateness of this motion, he believes there is a policy that it will require a 2/3 vote to hear this item. Mr. Burton also called for a point of order because we did not have a work session and there was no time for her to place it on the agenda. Normally, we have a work session, and there was an out-of-town conference, and usually the Superintendent will put the agenda together. Mr. Guin stated that his ruling on the point of order is that the spirit of the policy is to keep board members and staff from bringing items at the last minute to the board and for this reason, the mailout was the cutoff date (Wednesday of last week). He stated there were two other items on the agenda that also fell under that and it did not become an issue, because it was postponed, and another issue did not become an issue because it was pulled from the agenda after discussion with the superintendent and interim superintendent, so it will take 2/3 vote.

Mrs. Armstrong commented that in the years past. Mr. Rachal called for a point of order and asked did we not need to determine if we can even discuss this item? Mr. Guin said the item is on the agenda; however, because it was added late, it will take a 2/3 vote of the board to pass. Mrs. Armstrong stated that in the years she has served on the board, the practice has always been that the interim superintendent would not apply for the permanent superintendent's position; therefore, that is why she is bringing this motion. Requiring a 2/3 vote, *vote on the motion failed with Board members Burton, Crawley, May, Phelps, Crawford, Armstrong and Bell supporting the motion and Board members Guin, Hardy, Priest, Rachal and Ramsey opposed.*

SUPERINTENDENT'S REPORT

Mr. Guin asked if any board member had a motion regarding any item under Superintendent's Report. There were none.

ANNOUNCEMENTS AND REQUESTS

Ms. Phelps asked staff to implement a letter acknowledging receipt of applications when persons apply for positions, including a letter when they were chosen or not chosen for an interview and

a letter when they were selected for the job or not. She said she has received complaints from persons who have not received any information.

Ms. Phelps asked, relative to Dual Enrollment, that staff implement a pamphlet on this program and stated she looks forward to the numbers increasing.

Ms. Phelps asked that "Child Nutrition Programs" be placed on the August agenda.

Ms. Phelps also asked about an update on the board's computer program and the paperless board meetings. Mr. Guin announced there will be an agenda item next month.

Mrs. Hardy asked staff about the past practice of placing board members' names on a plaque on new buildings/construction and if this practice has been discontinued, and if so, why? Mr. Guin stated that ribbon cuttings are up to staff to coordinate; however, there is a policy in place that states the board that approved the monies for the construction will be the names that appear on the plaque. Mrs. Tyler explained several have been done in the past year and normally Mrs. Anderson works with the principals to plan the ribbon cutting ceremonies. She said some of the schools have wanted to proceed with opening up the new buildings without the ribbon cutting, which can still be done. She said information on ribbon cuttings is sent to the board. Mr. Burton called for a Point of Order and this item is not on the agenda which discussion violates the Open Meetings Law. Mrs. Hardy asked for a report from the staff on this item.

Mrs. Bell requested that staff provide her with a complete report on the Options Program. She also asked that board members who share schools share issues involving those schools with each other.

Mrs. Crawley thanked Mr. Murry and Mr. Doty for going above and beyond their job description. She said Mr. Murry attended, at her request, a neighborhood meeting; and Mr. Doty shared with her all the programs and what the students are doing at Oak Terrace. She encouraged other board members to visit and observe the programs in place at Oak Terrace.

Mrs. Crawley asked that board members receive a list of certified teachers that leave Caddo showing where they go and why they are leaving (if they will share it). She said she would like to see this each week. She said she knows it is on the Transaction Sheet, but would like to receive the information on a separate sheet.

Mrs. Crawley asked if, when the pay raise comes back, it will be listed as two separate items on the agenda, one being the state raise and the other the raise being approved by the board.

Mr. Ramsey thanked Sgt. Corbitt for his attendance at today's meetings and asked staff, on each request of the board, to give a ball park figure as to how much staff time is invested in each request. He said he believes it is important that the board know how much time it is taking staff to respond to the many requests.

Mr. Rachal referenced the information shared with board members on the BTWashington attendance zones and when we may expect to see this coming to the board relative to changes. Mr. Guin said probably next month.

Mr. Guin apologized to Mr. Ramsey, to the board, and to Sgt. Corbitt and Sheriff Prator for abstaining on the earlier vote (Safety Town). He said he does not abstain, however, he pushed the wrong button; but announced it will be on the agenda at the special meeting on August 7th.

Mrs. Armstrong requested that the wires hanging under the board members' desks be fixed.

EXECUTIVE SESSION

Student Readmission Appeals. *Mr. Burton moved, seconded by Mrs. Hardy, to accept staff's recommendation for students with initials E.S., A.S., and M.H. and to go into closed session for students with initials H.P. and M.G. for up to 10 minutes each. Vote on the motion carried unanimously and the board went into executive session at approximately 8:45 p.m.*

The board reconvened in open session at approximately 9:10 p.m., and following summary comments by Attorney Mike Nerren, *Mrs. Crawley moved, seconded by Mr. Rachal, that the Caddo Parish School Board amend staff's recommendation that H.P. will attend Hamilton Terrace the first 9 weeks of school and then go to Captain Shreve on October 12th.* Mrs. Crawley asked why staff is recommending more than one semester? Mrs. Tyler explained that the law says 12 months and there is no policy about a semester, but that is sometimes the practice of the board. She said the law states 12 calendar months, and staff recommended less than that (return in January), and the board has the authority to make it less than that. Mr. Rachal stated that this decision tugs at his heart and he has struggled with this from the beginning. He said he believes the student deserves a second chance and this is the best he can do and asked other board members to support this motion. He encouraged the student to take this experience and learn from it. *Vote on the motion carried with Board members Guin, Priest and Bell opposed and Board members Hardy, Burton, Crawley, May, Phelps, Crawford, Rachal and Ramsey supporting the motion. Mrs. Armstrong was absent for the vote.*

The board went back into executive session at approximately 9:23 p.m. for the purpose of hearing a student appeal for M.G. The board reconvened in open session at approximately 9:43 p.m. President Guin relinquished the gavel to First Vice President Burton and *Mr. Guin moved, seconded by Mr. Ramsey, to uphold staff's recommendation and add to staff's recommendation the following statement; that this would follow October 12, 2007 and that it would be recommended at that time that he be allowed to return to Northwood High School on a student behavior contract, and he will be subject to periodic negative drug screens at the request of administration through January 7, 2008. Vote on the motion carried unanimously with Mrs. Armstrong absent for the vote.*

Mr. Burton, at this time, returned the gavel to President Guin.

Legal Update: Gloria Small v. CPSB, No. 512,233-B, First Judicial Court, Caddo Parish, Louisiana. *Mr. Burton moved, seconded by Ms. Priest, to go into executive session for five minutes to hear a legal update on Gloria Small v. CPSB, No. 512,233-B, First Judicial Court, Caddo Parish, Louisiana. Vote on the motion carried unanimously and the board went into executive session at 9:45 p.m. The board reconvened in open session at approximately 9:52 p.m.*

Adjournment. *Mr. Rachal moved, seconded by Mr. Ramsey, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 9:53 p.m.*

Ollie S. Tyler, Superintendent

Phillip R. Guin, President

August 7, 2007

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 6:46 p.m. (immediately following the CPSB Special Session) on Tuesday, August 7, 2007 with President Phillip Guin presiding and Willie Burton and Bonita Crawford present being a quorum. Other school board members present were Eursla Hardy, Charlotte Crawley, Lola May, Tammy Phelps, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Interim Secretary Rodney Watson, Legal Counsel Reginald Abrams, staff and other visitors. The prayer and pledge were omitted.

**EXECUTIVE COMMITTEE – ESTABLISH AGENDA FOR THE AUGUST 21, 2007
CPSB MEETING**

Interim Superintendent Rodney Watson presented the proposed agenda for the August 21, 2007 CPSB meeting and the following discussion ensued. *The Proposed Focus, Goals and Objectives for the 2007-2008 School Year* was added under Presentations.

Addendum to Special Education Policies and Procedures. Mr. Watson explained that this basically is a state requirement as Caddo will be participating in the new on-line IEP pilot for the state and there is a need to include language regarding confidentiality of data elements, etc.

Paperless CPSB Meetings. Mrs. Armstrong stated that when the board was first advised about this, she phoned about getting the instruction on use and was told the president would let the board know when they could receive training on the laptops. Mr. Guin said he has talked to Mr. Brown and he explained that at the present time, the software was not in place for instruction/training to take place. Mr. Guin added that hopefully this will be in place following the next meeting. Mr. Abrams explained he does not see any major legal issues other than training and trying to make certain that the board members are using the equipment correctly and with the understanding of what will become public record and what must be maintained as a result of it becoming public record. He said there is also a question as to whether or not it is necessary to put in a policy which tells the board what it should and should not do versus him giving the board instructions on what to do.

Ms. Phelps asked about the software and what does this have to do with the laptops? Mr. Guin said we have the laptops, but do not have the software to utilize them for going paperless. Ms. Phelps said she was under the impression some time back that we were going paperless and she is wondering why it has taken so long to secure the software? Mr. Guin explained the board did not approve all aspects of going paperless and one of the things the board has never discussed is the wireless internet and once the laptops are taken out of the room, they do not have internet access and staff is looking into wireless cards. Ms. Phelps asked is it correct that the paperless software works through the internet? Staff responded that is correct. Ms. Phelps asked, besides the laptops, and aside from having the process at home, why are the board members not able to use the laptops? Mr. Brown said he is waiting on instruction from the board as to exactly what the board wants and what the capability of the technology should be. Mr. Brown said there are several choices and he can purchase a third party package or we can modify our web site to create a confidential area where documents such as student appeal information, personnel information, etc. can be stored and board members can have access to them with a password. Mr. Guin stated that he has some questions about the legal ramifications. Ms. Phelps stated that when this was discussed in the retreat last year, she thought we were working on this project and asked if staff has not been working on this. Mr. Guin said staff did work on it by getting the laptops furnished through an E-Rate rebate, but the software to carry it to the next step has not been approved. Mr. Brown explained that the project was done in two phases – 1) a phase to re-engineer the board room to support the new technology, i.e. wireless service at the work stations and laptops, and (2) software to implement the program. Mr. Watson said a plan has been developed and staff will need to meet with the board to discuss. Ms. Phelps asked if work had begun on the non-confidentiality information? Mr. Brown also announced that the Technology Department is also looking at an email archive system that will bring us in Federal compliance by retaining all emails that come into the district's email system for three years. Ms. Phelps asked if our staff is getting information from other governmental bodies that are using wireless, paperless meetings? Mr. Brown responded he is not aware that they use wireless, but they do

have a paperless system. Ms. Phelps asked if we are collaborating and getting information on how they have set their system up? Mr. Brown said it has been some time ago that he talked to them and their technology has been updated since that time. Mr. Guin stated that the board wants it set up to where everything can be pulled up on the web site, and they do not want, once it is set up, packets of information still hand delivered to the board. Ms. Phelps said she believes the other governmental bodies would have confidential information and have worked out how to share this with their members. Mr. Abrams indicated there are programs available that are already set up so it won't be necessary to re-invent the wheel. He clarified that there is no real problem legally as to where you have access to confidential documents; but the issue is everything is public unless labeled confidential. The question is placed in the confidential area must truly be confidential, i.e., information relating to students. Mr. Guin announced that he is postponing this item until September and asked Mr. Brown and Mr. Watson to bring a recommendation to the board at that time with the dollar amount included.

Town of Blanchard and CPSB Cooperative Endeavor Agreement – Blanchard Elementary Playground Equipment. Mr. Abrams said the attorneys continue to work on the language in this agreement relative to the amount of use by Blanchard after hours. As soon as this is finalized, it will be sent to the board. Mr. Guin asked if this possibly will be resolved in the next two weeks. Mr. Abrams responded there is no reason why it can't be. Mr. Guin explained that this is a basic agreement between the Town of Blanchard and the board allowing the Town of Blanchard to give \$10,000 to Blanchard Elementary for the purchase of playground equipment.

Classified Staffing Adjustment/Request. Mr. Guin explained that he will attempt to answer board members' questions relative to this agenda item, but is hesitant since it is a personnel matter. Mrs. Bell asked if there are any other employees in the same situation that may need to be upgraded? Mr. Guin responded he does not know. Mrs. Bell asked if staff could look at this and bring the information to the board? Mr. Watson responded that staff can respond to this request, and further stated that usually when a staff member's work load and responsibility increases, there is a process employees can follow for re-evaluating their current position. Dr. Robinson added that there is a process in place where the Position Evaluation Committee is responsible for grading job descriptions that have been revised or those which are proposed as brand new positions. She explained the request and job description are submitted to the committee and they assess them based on the criteria, grade the position and submit their recommendation to the superintendent, who in turn sends the request to the board. Mr. Guin shared with the board that he brings this back to the board for consideration, because when the board put this position in place, the board had no idea what all the position would entail, but agreed to address it once in place and it never has done so. Ms. Phelps stated that while she doesn't disagree with the president's comments, she believes this is an issue that would be better addressed by the new superintendent.

Mrs. Crawley stated that she pulled up a summary of our district salary report turned into the state and asked Mr. Lee if he would look at it and explain how this position is reported to the state? Mrs. Crawley also stated that for three years, various board members have talked about how we are not following the Arthur Anderson plan and yearly evaluating all our employees and she has pulled up how we rank in the state relatively to how we are paying our employees, and she believes this reflects that we are not evaluating all our positions very well.

Child Nutrition Programs. Ms. Phelps referenced the May board meeting where the board received information on the rationale for requesting an increase in meals. She said she was disturbed when she received information in the Weekly Briefing that we were in a deficit in this program, as this was not a part of the rationale presented in May. Ms. Phelps stated she remembers a price increase in '05 and in '06 the proposed meal increase was pulled during the budget discussions. She said when presented a proposed meal increase in May, she was disappointed with the statements in the media and community that despite the information given, the board did not support an increase in meal prices. She indicated that Mrs. Crawford previously stated that there was a balance of \$1.9 million and shortly after that, she learned we are in a deficit. She asked that staff provide her with correct information and if we have had a deficit for three years, why it was not brought to the board from this department. Mr. Watson expressed his appreciation for Ms. Phelps' comments and stated that when staff brought this to the board in May, they shared with the board three different caveats as to why there was need to increase meal prices – salaries and benefits, increased fuel, etc. He stated that if staff did not make it clear at that time that this would cause a deficit, he apologized. He said they were

attempting to quantify where the fiscal problems were and that is how staff came up with the information presented to the board. Mr. Watson stated that when staff sent the mailout, they attempted to package it and say that when you take all these factors and look at the final analysis, how much would we be in the red and how much is needed next year in order to be solvent. He added that the \$1.9 million in the equipment reserve fund, which the board established this years ago as a fund balance that will draw interest for purchasing equipment. He said a few years ago, this account had over \$4 million in it, however, money has been drawn out of that account to pay for deficits and the interest on this account now is very little when having to pay for equipment, thus it is basically catching up with the spending. Ms. Phelps said it was not explained nor was it given to the board in writing, and she doesn't see the operating budget included in the mailout. Mr. Watson explained that the operating budget was included in the approved budget in May. He said he does remember mentioning at the May meeting that there was a certain balance in the account, but close out of the books was not complete and until that was done, we would not know how big the deficit would be. We were also running summer feeding programs out of these funds. Ms. Phelps again stated there is no balance on the information provided, and she understands staff making projections, but from a board member position and attempting to make a sound decision on the information given, sufficient information was not provided in order to do so. She said it appears contradictory and questionable and she doesn't want that to be the case and given the information after the fact. Ms. Phelps asked about the ending balance at this time and costs and that staff provide something in writing as to where we are with this budget, how the deficit will affect the budget this year since the increase was not passed. Mr. Watson said he cannot speak to the deficit in '05-'06 as he was not here, but when speaking to the board in May, he was referencing a projected deficit, because we were at \$300,000 and were in closeout. Ms. Phelps said the last year the \$500 was not a reoccurring cost, but with the pay increases this year, how will this affect the budget? She asked if in the future, staff would provide all the information in writing including a projected balance. Ms. Phelps also asked about the money for extras and where do these funds go? Mr. Watson responded it goes back into the Child Nutrition general operating budget. Ms. Phelps asked if there is a profit from the extras sold? Ms. Harris said the monies received for extra sales go back into operating revenue for the Child Nutrition budget. Ms. Phelps asked if there is a profit or do we make any distinction between the extra sales of ice cream or food purchases? Ms. Harris said it all goes in as extra sales. Ms. Phelps asked if the extras are part of the general nutrition budget? Ms. Harris responded that is correct. Ms. Phelps also stated she is still concerned that there are no limits on ice cream and popsicle purchases and asked if there is some way we can make a distinction on the envelope between extra meals/food items as opposed to ice cream so parents can know where those funds are going? Mr. Watson responded that he and Ms. Harris will follow up with her.

Mrs. Bell also stated her concern when not voting for an increase in meal prices and reading in the paper a few days later about the deficit and if the board had been aware of the deficit, it may have made a difference. She said, however, until she sees a full meal menu, she will not vote for an increase. Mrs. Bell also shared her concern over those students not having their lunch money on any given day not being able to eat. She asked that staff look at setting up some type of fund at each school where children could borrow from it when they don't have lunch money and the parents notified that they owe that amount.

Mrs. Crawford stated she understands that expenditures are about \$2 million a month and since she has been on the board, she has been told Child Nutrition likes to maintain approximately \$2 million in the Child Nutrition fund. She said if an increase of 25 cents in the lunches had been approved, she was told it would generate approximately \$400,000, and if we have a deficit at the end of the year, the \$400,000 would bring us to zero. She said every year, the goal has been to have a \$2 million balance in the operating fund and that the \$400,000 would keep it at zero, so she doesn't understand since in '05-'06, '06-'07 or '07-'08 no one ever mentioned anything about a deficit. She asked doesn't there have to be another plan if at best \$400,000 increase puts us at zero, won't there have to be some cuts somewhere else? Mr. Watson responded that's correct in that the additional funds from the price increase would keep us at what we needed to operate for the year. He said he believes the memo stated the equipment reserve is maintained at a \$2 million balance because a minimum of \$2 million is needed to generate enough revenue to cover minimal equipment on a yearly basis. If this is below \$2 million, we don't get enough interest on an annual basis to purchase minimal equipment. Mrs. Crawford said staff has talked about keeping an operational fund at \$2 million but not the equipment fund. Mr. Watson explained that the increase will give us enough to operate without much cash reserve. Mrs.

Crawford also stated she believes it is a travesty that our students are told if they don't have lunch money, they can't eat.

Approval of \$200 M&S Allotment for Classroom Teachers for the 07-08 School Year. Mrs. Crawford said this was done last year and of the approximate \$650,000 allotted, all but approximately \$50,000 was used. She said she believes it is obvious this met a need for our teachers and the only qualification she will be asking is that the superintendent be allowed to pull this from any fund he deems appropriate. She also asked staff to work with her and look at the M&S we usually give to the schools so maybe we don't have to do it this way each year.

Mr. Ramsey stated he too wants to give teachers all the support we can, but at the same time he wants to get an understanding on what kind of impact this will continue to have on the operational funds. He said he knows there are some things coming down the pipe and he would like to know if we are o.k. Mr. Watson said staff has been polled to find out what additional costs there may be across the agency that would obligate the ending balance for this year and the additional costs for fuel, energy, etc. have been mentioned and additional schools have just been identified for corrective action and when the additional schools come out in the fall, it will require more sanctions which is a cost to the district. He reported that he and Mr. Lee have discussed this and at this time a thumbnail of unbudgeted costs totals over \$10 million. Each of these items would come to the board for approval. Mr. Ramsey asked if staff has earmarked or recognized a number on the retirement dollars the district will have to cover? Mr. Watson explained that we have a study coming up and suggestions from the fiscal representatives are that we begin establishing a fund balance beginning now. Mr. Lee stated that we are still in the information gathering process of the actuarial study and estimates are very high, in the millions of dollars each year; however, we won't have a quantifiable number until the study is complete, and this is a very real concern. Mr. Watson stated staff will recommend establishing a fund balance immediately and staff will bring a number to the board on how to build that budget. Mr. Ramsey asked that staff bring something to the board in September.

Mrs. May stated that in reference to the allotments for the teachers in the classroom, she would like to set a time to discuss with the superintendent how we might allocate those funds to each school per teacher. She said when she taught school, there were times when teachers did not get what they needed, and she would like to know how much money we are allocating per school and how the administrators are distributing this money to each teacher. Mr. Guin stated that when this board passed last year, a procedure was put into place for how the monies are distributed to the teachers. Mr. Lee said he believes the board is asking two different questions, one being the \$200 allotment and then the regular M&S allotment to the schools, and that he will get the information to the board. Ms. Phelps also stated that Mrs. Crawford was asking how, in looking at those same funds, may we use the \$200 from those funds instead of general funds in the future? Mr. Watson indicated staff can look at this, but wanted the board to remember that Title 1 and Special Ed are extremely specific on how the funds are used.

Mrs. Bell indicated she supports the recommendation for the \$200 allotment, but she feels sure that supervisors can attest that principals evaluate a teacher on how their room looks. She said many teachers go into their own pockets to make their rooms look good and \$200 isn't much compared to what a teacher has to spend to make her/his room look good.

Mrs. Crawley said we are talking about two different things because the schools get M&S and the regular teachers get between \$30 and \$50 and must select supplies from a list, and it was different dependent upon the administrator. She stated her support of teachers getting this \$200 M&S allotment.

Superintendent's Report. Mrs. Bell commented on the workshop she attended on over-age students and teaching English and Language Arts and how impressed she was. Ms. Phelps stated she received information on the letter to applicants through the Human Resources Division and also noted the Dual Enrollment brochure shared with board members at their stations.

CONFIRM THE AGENDA AND CONSENT AGENDA

Mr. Guin recommended items 9-10, and 12-18 as the consent agenda. *Mr. Burton moved, seconded by Mrs. Crawford, acceptance of the agenda and consent agenda for the August 21, 2007 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, thanked the board for their good work tonight and noted the needed correction in the M&S funds to the teachers. She also brought to the board's attention the 63,720 minutes in the calendar and the that the only way the board can allow additional professional development days is because the elementary schools have met their instructional minutes requirement. She asked the board to remember that when asking for days such as a fall break, the board is already manipulating the minutes.

Cedric Choyce, president of the Caddo Association of Educators, expressed appreciation to the board for approving the pay raise for employees.

Gail Griffin, librarian, thanked the board for the support the board expressed to its employees in approving the pay raise and also reminded the board that librarians are also teachers and asked the board to reconsider including librarians in the \$200 allotment for teachers.

Adjournment. *Mr. Burton moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at 8:05 p.m.*

August 7, 2007

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, August 7, 2007 with President Phillip Guin presiding and the following school board members present being a quorum: Eursla Hardy, Willie Burton, Charlotte Crawley, Lola May, Tammy T. Phelps, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Mr. Guin announced that Lillian Priest is out of town. Also present were Interim Secretary Rodney Watson, and Reginald Abrams, legal counsel. Mrs. Ginger Armstrong led the invocation and Pledge of Allegiance.

VISITORS

Michael Roy, employee, addressed the board on the proposed pay raises. Mr. Roy stated his concern about the pay raise options at the last board meeting and not allowing time to look at them and discuss them. In looking at Option A, he asked board members if they knew exactly what certified and administrative salaries index means? He stated he emailed each board member in an attempt to find out what someone making \$50,000 a year would make indexing the salaries and to date, two board members opened their email and one responded, so he wonders if the board knows exactly what it is voting on. He also said he realizes the board is discussing giving the support personnel \$500, but also taking away the \$500 for the Christmas bonus next year, and asked the board to reconsider this, because if you give employees something and then take it away, they are not really getting anything.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, stated that research tells us there is nothing more important in raising student achievement than the quality of the teacher in the classroom. She said that is why it is extremely important to take the time and get it right when working to attract the best and brightest for our district. Mrs. Lansdale said the history making state pay raise of 2007 will go a long way to encourage people to enter and stay in public education, and it is important not to take the position that a raise was given last year and not to expect anything else for a long time. She said it is hoped that the identifiable stable funding source, the Stelly Plan, will afford us to continue working toward adequately funding public education in this state. She said locally there is a parallel to be drawn as the attempt is made to compete using identifiable funding sources. She stated Caddo has slipped in its competitive edge against neighboring parishes and it is no secret that after passing bond proposals in 2004 that did not include teacher and school employee pay propositions, that both Bossier and DeSoto went to the voters to ask for additional tax dollars for employees and they increased their funding source which allowed us to slip further behind. She indicated this is troublesome as a large urban district should always stay ahead of other districts who face less challenges. Mrs. Lansdale said in identifying funds that are available to us, it is important to insure it is used with the best results. She said the renewal of the 1997 proposition and the increase last year included language that it was for employees' salaries and benefits, and added that we don't know how much the increase generated, if the funds have been kept separate, and what is the increase in the salary and benefit line item. She stated that last November when asked about a Christmas bonus, they were told the superintendent wanted to take those monies and put them with other monies for a large pay raise at a later time. She said this indicated that reoccurring dollars would be available after December, but they do not know about what happened to adding additional dollars to this amount. She said it seems as though the \$500 would be larger if added to the \$500 last December, and it seems we are supplanting one pool of money with another instead of adding them together. Mrs. Lansdale also commented that they are perplexed with indexing administrators' salaries and asked if it means the board will take the amount of money you would give the teacher and divide it by 182 days and multiply that amount by the number of extra days an administrator works? She noted that the state pay raise did not mention any language for indexing, but it was only two set amounts – one for certified and one for classified. Mrs. Lansdale also noted that sales tax receipts have consistently been underestimated for a number of years for budgetary purposes and this is what we consider a loaded fund balance of \$25 million. She indicated there are many questions they would like to discuss with the board and administration in an effort to avoid the tense situation last December, and encouraged discussion in the near future on changes in the payroll procedures. She shared that Calcasieu Parish has shifted from a September to an August payroll year when school actually begins. She added while it was nice that the Caddo Teachers Federation Credit Union agreed to loan new employees \$600 with no credit check to augment them until they received a check in September, this is something that needs to be corrected internally. She stated she

believes a short term fix could be to take the additional funds the board is allocating specifically to new teacher salaries and allow the new teachers to the district to receive those funds in August. Mrs. Lansdale requested the opportunity to discuss the salary schedules, as the salary schedule matrix of Caddo teachers shows it is loaded at the bottom with retirees returning to the system to teach. She also stated that the salary schedules for support personnel also need to be re-evaluated, because there are bus drivers with no salary schedules, employee groups working the same number of days, with one group having paid holidays and another doesn't. Mrs. Lansdale stated that adding the permanent pay supplement at Christmas is a great incentive for employees.

Mattie Leviston and Deborah Coleman, addressed the board on the lack of summer school opportunities for students grades 5, 6 and 7 and the great number of over-age children in these grades. Mrs. Leviston said summer school is only offered for 4th and 8th grade students who fail the LEAP test and high school students. She asked that the school district provide summer school for students in these grades so they will hopefully not be added to the list of over-age children. Mrs. Leviston shared with the board that she has secured over 500 signatures who are in agreement with offering summer school to these students. She said she has heard there is no money for summer school for these students and if there isn't, she shared with the board a plan for paid summer school for parents and guardians who are willing to pay.

PERSONNEL RECOMMENDATIONS

Mr. Burton moved, seconded by Mrs. Crawford, to approve the personnel recommendations as recommended by the superintendent and included in the mailout. Vote on the motion carried unanimously. Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following appointments approved by the CPSB: (1) Charles Hankins, Assistant Principal, Hamilton Terrace; (2) Harold Berg, Assistant Principal, Oak Terrace/J.B. Harville; (3) Cedric Ellis, Assistant Principal, Caddo Middle Magnet; (4) Chenita McDonald, Assistant Principal, Youree Drive Middle; (5) Pamela O'Guinn, Counselor, Linwood Middle; (6) Michael Hicks, Counselor, Bethune Middle Academy; (7) Shannon Fortenberry, Counselor, Caddo Magnet High; (8) Felicia Morales, Counselor, Woodlawn High, (9) Margaret Benjamin, Counselor, Ridgewood Middle; and Beverly Nezat, Assistant Payroll Manager. These appointments will receive the appropriate salary as reflected by the Caddo Parish School Board salary schedule applicable to the position to which they are appointed. Administrators, family and other guests present also were recognized.

FUNDING FOR SPONSORSHIP OF CLASSROOM AT SAFETY TOWN

Sheriff Steve Prator shared with the board a list of those who have provided support of Safety Town. He reported that Caddo transports more than twice the number of children than in the entire nation and there is a definite need to do something about children and their safety. He said he is asking the board to continue in its support of the partnership between the Sheriff's Office and the school district by contributing \$50,000 toward the cost of building one of two classrooms, with the classroom building costing approximately \$600,000. The sheriff announced that approximately \$800,000 has been raised to date toward the development of the Safety Town complex and his department will continue to work on securing in-kind services for it. He explained that every 2nd grader in the district will go through Safety Town and Caddo students will take priority over students from surrounding parishes who might wish to take advantage of Safety Town.

Mr. Ramsey moved, seconded by Mrs. Hardy, to approve \$50,000 for the sponsorship of a classroom at Safety Town and that the ending balance be adjusted accordingly. Mr. Ramsey stated this is an excellent opportunity to provide additional safety education opportunities for Caddo's children and encouraged board members to vote in support of this program. Mr. Ramsey explained that he made a commitment last year following a presentation on Safety Town to help in any way he could, and he assured the board members that his interest in doing this is pure of heart and was encouraged by those who supported his campaign and the issues relative to the safety and education of our children. Mrs. Hardy echoed Mr. Ramsey's comments and asked for the board's support of this wonderful program for the safety of our students.

Ms. Phelps stated that no one in the room was opposed to being a part of Safety Town, but there were only some questions about the program. She asked Sheriff Prator if the cost of the

classroom building is \$600,000? Sheriff Prator answered that is correct, the entire building will cost \$600,000, and there are two classrooms which will hold 50 in each class. Ms. Phelps also asked if there will be a charge for students to participate, to which Mr. Prator responded there will not. He explained that the facilities will be manned by members of the Sheriff's Department, the Shreveport Police Department and the Shreveport Fire Department.

Mr. Rachal thanked Sheriff Prator for attending today and for sharing with the board additional information about Safety Town. He referenced scripture that says we should train up a child in the way he should go and that this is an opportunity for us to do just that. He encouraged other board members to vote in support of this motion.

Mrs. Bell asked why 2nd graders were chosen? Sheriff Prator explained that years ago Cindy Chadwick and he began discussing a way to train children about safety and presented a proposal to Willis Knighton. He said Willis Knighton had their experts conduct a study and they recommended 2nd graders since it is believed this age is more susceptible to injuries. Mrs. Bell added that lately a lot of accidents have been with older age children and asked about the possibility of opening this program up to other students? Sheriff Prator indicated the training is also available for the older students, but 2nd graders will be the initial target age. He explained the building will also be used for various other training opportunities that are presently offered through the Sheriff's Department in the evening, i.e. self defense for women, self defense for men, as well as Boy Scouts, Girl Scouts, day cares in the summer, car seat safety instruction, etc.

Mrs. Armstrong also thanked Sheriff Prator for coming, for his leadership and for his commitment to the community.

Vote on the motion carried unanimously.

GREEN OAKS PERFORMING ARTS PROGRAM

Tammy Phelps moved, seconded by Mr. Burton, approval of one teaching position and \$10,000 for materials and supplies, an approximate cost of \$70,000, for the Green Oaks High School Performing Arts Program and that the ending balance be adjusted accordingly. Ms. Phelps expressed her appreciation for the information staff has brought forth and asked for the board's support in providing this needed resource for the program at Green Oaks. Mrs. Crawford reminded board members that at the regional conference they were reminded that when you give a school a task, you must provide them with the teachers and materials needed in order for it to be successful. She added this is a valuable program and encouraged the board to vote in support of it. Mrs. Bell noted an article in the paper regarding the Wiz Program and that many of these students attend Green Oaks. *Vote on the motion carried unanimously.*

APPROVAL OF DISTRIBUTION OF STATE PAY RAISES

Mr. Burton moved, seconded by Mrs. Bell, for approval for staff to distribute state pay raises of \$2,375 for teachers and \$1,000 for support personnel and that the salary schedules be adjusted accordingly. *Vote on the motion carried unanimously.*

RECOMMENDATION FOR EMPLOYEES' PAY RAISES

Mr. Watson shared with the board that a recommendation was made at last month's board meeting for increasing teacher salaries locally by \$625 and \$500 for support workers. He added that during that discussion, board members asked about recurring funds and one of the points of discussion was to confirm the average amount of sales tax and property and ad valorem tax and that he confirm those numbers with the commission and report back to the board. After meeting with the commission and receiving confirmation of the percent recommendation, and after re-looking at the figures and talking to board members, the staff is bringing additional monies in a pay increase for the local raises and shared with the board a revised staff recommendation to increase the local salary increment for teachers from \$625 to \$1,025 per year and for support workers from \$500 to \$700, resulting in a total of state and local for teachers of \$3,400 and \$1,700 for support personnel. He said staff also recommends for attracting new teachers to Caddo Parish the continuation of the original recommendation from Option A to increase the first three years of teacher pay by an additional \$500 per year and \$250 for a step grade adjustment at year four.

Mr. Burton moved, seconded by Mrs. Bell, to approve the proposed local salary increases of \$1,025 for teachers and \$700 for support personnel, as well as the \$500/\$250 increase for beginning teachers, and that these raises be administered to all employees, including central office staff, in accordance with past practices, and that the raises reflect an annual amount for full time employees and pro-rated to staff according to the annual hours worked.

Ms. Phelps stated that she doesn't have a problem with the recommendation, but asked about the work session on the pay raise? Mr. Guin responded we are in it. Ms. Phelps said that at the last meeting she asked for an adjusted ending balance and asked if those figures were available? She said from a business sense, and if she heard correctly, she understands we are safe with this recommendation, but would like to see it on paper. Ms. Phelps said she is surprised that only one option is being presented and asked if we have any idea what the ending balance might be? Mr. Watson explained that in the original memorandum sent to the board, staff did show that with the MFP and 3% that the pay raise was covered and that amount has not changed. He said staff did confirm with the Sales & Use Tax Commission that a lot of the sales tax received in Caddo Parish over the last several years is what they refer to as a windfall, huge gaps of money that inflated the total amount, and the Commission has confirmed the original amount, approximately \$6.2 million. He explained when staff was satisfied that this amount was valid, an adjusted recommendation was figured and is presented to the board for consideration, using almost the entire amount – all but approximately \$190,000. Ms. Phelps asked if the \$6.2 million is on paper to the board? Mr. Watson responded it was in the original cover memo to the board; 50% of the MFP, which was \$2.3 million, and the 3% local tax dollars is \$3.9 million, and being satisfied with the amount of recurring revenue, staff is bringing a revised recommendation using almost the entire amount. Ms. Phelps stated that the recommendation, the difference in the original recommendation and what is projected to be the ending balance, the money subtracted from the projected ending balance is what she would like to see in writing. Mr. Watson further stated that he apologizes if he is not being clear, but the \$2.3 million staff is comfortable with the original recommendation and the \$3.9 million is what staff was not completely comfortable with and has since the last meeting confirmed this amount with the Sales and Use Tax Commission and are prepared to recommend the adjusted amount for a pay increase for teachers. Ms. Phelps said she understands the increase. Mr. Watson asked if Ms. Phelps is referencing the \$20 million plus fund balance brought to the board before and that staff is not recommending any pay raise from the fund balance, because this is not reoccurring. He said these funds are used in adjustments made in the budget during the year, i.e. Safety Town, etc. Ms. Phelps indicated this is half of what she wanted and thanked staff for the information.

Mrs. Crawley moved, seconded by Mrs. Armstrong, to amend the motion so that the \$500 for new teachers is given in August rather than September and that a check of \$500 from this raise will be given to all employees at Christmas (December). Mrs. Crawley stated that new teachers have expressed concern that they begin work in August and do not get a pay check until September. She noted that Bossier gives a \$725 back-to-school check the day all teachers return to school and new teachers are included in this. Mrs. Armstrong stated that she wanted it clarified that this is part of the permanent pay supplement, and encouraged the board's support of the amendment. Mrs. Armstrong also thanked Mr. Watson and Mr. Lee for taking the time to visit with board members and respond to questions. Mr. Rachal expressed thanks to the staff for taking the time to sit down with the sales and tax commission and bring updated recurring revenue amounts to the board. Mr. Rachal also stated he likes the recommendation of our new teachers being given something up front as well giving the employees the \$500 at Christmas. Mrs. Crawford thanked Mr. Watson and Mr. Lee for listening to all the board members. Ms. Phelps asked Mr. Watson to explain the check that employees will receive in December? Mr. Watson explained that the amount will be included in the proposed increase, and employees will receive a supplement in the amount of \$500 in December. Mrs. Crawley expressed her appreciation to Mr. Watson and Mr. Lee for taking the time to meet with her and go over the information she asked for before voting for this item. Mrs. Bell also thanked Mr. Watson and Mr. Lee for taking the time to meet with her and answer her questions.

Following discussion, *the vote on the amendment carried unanimously.* Mr. Guin explained that for the new teachers the first check may be delayed this year because of the time this is being approved, but in the future, it will be done in a more timely manner. *Vote on the main motion as amended carried unanimously.*

RECOMMENDATION FROM BOND COMMITTEE FOR ESTABLISHING PRIORITIES FOR REMAINING 2004 BOND PROJECTS

Mr. Burton moved, seconded by Mrs. Hardy, to approve the Bond Prioritization Committee's recommendations for establishing priorities for the remaining 2004 bond projects as submitted in the mailout.

Mr. Guin stated he will support the recommendation of the committee, but he is unhappy that this is stretched out over a six year period and of the 10 schools in his district, six of which are being taken care of the last two years. He asked Steve White to explain the process the committee used to come up with the recommendations, and if they were developed by staff and put before the committee that this is the way it will be or is it something the committee sat down and worked out the best plan for all districts. Mr. White shared with Mr. Guin and the board that the committee requested that staff bring to them possible proposals for replacing window units with central heat and air in the classrooms. He said that he and his staff, with the input from the committee after touring the schools and discussing the age of the window units, put together a plan that was a continuation of the first 3 years which was replacing the window units in the classrooms, assuming that the oldest ones were first by taking the average age of window units and prioritizing them, working from oldest to newest. Mr. White explained that at the committee meeting prior to the one held August 1st, the committee requested that staff present a plan and put a higher priority on additional common areas that replaced the higher priority with classrooms, i.e. gymnasiums and auditoriums. He said the staff was further asked to develop a plan that would be just gymnasiums and auditoriums and come back and complete the classrooms. Mr. White stated that in staff's opinion, to mobilize twice to a job site (doing the classrooms one year and coming back in another year and doing the gymnasiums and auditoriums) would increase the cost of the projects, and possibly create a situation that there may not be enough money to finish it, and he told the committee he could not make that recommendation. He said staff also came up with a Proposal B which was the entire campuses, including auditoriums and gymnasiums at a higher priority, and the elementary schools listed as the second priority. He said after looking at the options, the committee made a decision to recommend Option A.

Mr. Guin stated he will not vote against the recommendation but knowing that he will have to answer questions, he wanted to get clarification that this is a recommendation that did not come from the top down, but was something developed by the staff and committee.

Mrs. Crawford expressed her displeasure that A.C. Steere is in the last group of schools to be addressed, because when the bond proposal was being promoted, A.C. Steere was used as an example that the bond needed to pass because of it is still using 1929 boiler. She said the principal is concerned about this, and asked Mr. White if he should find any way that A. C. Steere can be moved up on the list, that this take place.

Mrs. May also expressed her concerns over the process and she appreciates other board members expressing their concerns about the process.

Ms. Phelps stated that some may remember that a few years ago, she asked that fans be provided temporarily for Caddo Middle Career & Technology and Caddo Heights because of the heat and at that time she was told these projects were scheduled for 2008. Ms. Phelps stated she attended the meeting and the information was on paper presented to the committee, but she doesn't feel there was discussion among the committee as to what schools do not have air conditioning and might could move up on the list. She also commented that the representative from District 6 was not at the meeting and she has asked the committee that if her representative is not attending a meeting in the future to notify the board members for determining their continued interest in serving.

Mrs. Bell stated she knows there are some schools with no air conditioning in the auditorium and asked if, what the board is about to vote will approve of the committee's recommendations? She also asked about the possibility of adding the schools being discussed to the list of recommendations? Mr. Guin responded he plans to vote in favor of the committee's recommendations, and asked that the board also support them; however, under announcements and requests, he plans to ask staff to re-evaluate how we might capture funds at an earlier period of time and move projects up on the list.

Mrs. Bell agreed, but asked about those schools without air conditioning now? Mr. Guin stated that is not pertinent to the motion on the table and asked that she bring this up for discussion at the work session. Mrs. Armstrong stated that her concern is when we begin rearranging the list, we need to be careful not to flood the market with projects and possibly lose our edge to be able to stay within the budget.

Vote on the motion carried unanimously.

SUPERINTENDENT SEARCH UPDATE

Burnadine Moss Anderson, liaison to the board for the superintendent search process, reported that the Advisory Committee met on July 26 and provided the board with a list of the committee members as well as those who attended the first meeting. She announced that the local chapter of A+PEL is currently inactive, so they will not have a representative on the search committee. Mrs. Anderson stated that the Administrators meeting was held on August 3rd at which time staff provided an update on the search process and administrators involvement. Mrs. Anderson shared with the board various action items needed today for staff to proceed and following Mrs. Anderson's presentation, *Mrs. Crawford moved, seconded by Mrs. Bell, to accept the proposed budget of \$70,000 and the timeline as suggested. Vote on the motion carried with Board members Guin, Burton, Crawley, Phelps, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion. Board members Hardy, May and Priest were absent for the vote.*

Mr. Rachal requested that the board receive the minutes of the Superintendent Search Advisory Committee meetings. He also asked if we can legally release applications? Mrs. Anderson explained that when the applications are opened, the board will announce the information on applicants that can be made available to the public, i.e. name, educational background. Once opened and placed in a file, the school board members can review each application. Mrs. Anderson also said that is another reason to publish the brochure with the statement that if applying, the names will become public. Mr. Rachal also requested a copy of any past contracts in order to familiarize himself with the process. Mr. Abrams announced he does have a copy of all the contracts and they are all a part of the minutes on the web site.

Mrs. Armstrong addressed the memorandum from Mrs. Anderson regarding the goals and objectives, and when listing priority goals, the standard by which the board will judge them is missing and she asked that some type of measure be included for measuring the accomplishment/growth in those individual areas.

Ms. Phelps inquired about the action list Mrs. Anderson referenced and Mrs. Anderson explained that this list was provided in the mailout and is one of the first things she indicated needing from the board. She said board members are welcomed to change it in anyway they deem appropriate.

Mrs. Crawley asked about the feedback form and the reference to a self-study which is not listed in the calendar? Mrs. Anderson said it is not, but if the board wishes to do a self-study, it can be built into the calendar. Mrs. Crawley asked if this would delay the timeline? Mrs. Anderson said it would not.

Mrs. Crawford moved, seconded by Mrs. Armstrong, that eligibility for a superintendent's certificate be a requirement in the qualifications, that the salary be nationally competitive and negotiable, that the length of the contract be 3 years, and that the start date be on or about January 1, 2008. Vote on the motion carried with Board members Hardy, May and Priest absent for the vote.

EXECUTIVE SESSION

Student Readmission Appeals. *Mr. Burton moved, seconded by Mrs. Bell, to approve staff's recommendations for students with initials J.A., C.D., and B.D as recommended by staff and included in the mailout and to go into executive session for 10 minutes to hear the appeal for the student with initials J.S. Vote on the motion carried with Board members Hardy, May and Priest absent for the vote.*

Recess. The board recessed at approximately 6:12 p.m. and went into executive session at approximately 6:23 p.m.

The board reconvened into open session at approximately 6:44 p.m. *Mrs. Crawford moved, seconded by Mr. Burton, to support staff's recommendation for the student with initials J.S. Vote on the motion carried unanimously.*

Adjournment. *Mrs. Armstrong moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 6:46 p.m.*

Rodney Watson, Interim Secretary

Phillip R. Guin, President

August 21, 2007

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, August 21, 2007 with President Phillip Guin presiding and the following school board members present being a quorum: Eursla Hardy (arrived at 4:43 p.m.), Willie Burton, Charlotte Crawley, Lola May, Tammy Phelps, Lillian Priest, Bonita Crawford, Larry Ramsey, Ginger Armstrong and Dottie Bell. Mr. Guin announced that Mr. Rachal is out of town. Also present were Interim Superintendent Rodney Watson and Legal Counsel Reginald Abrams. Mrs. Armstrong led the prayer and the Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE JULY 17, 2007 AND AUGUST 7, 2007 CPSB MEETINGS

Mr. Burton moved, seconded by Mrs. May, to approve the minutes of the July 17, 2007 and August 7, 2007 CPSB meetings as submitted in the mailout. Vote on the motion carried unanimously.

ESTABLISHING THE AGENDA AND PROPOSED CONSENT AGENDA

Mr. Guin announced Items 9-10, 12-18, and 23-24 as the consent agenda, and that Item 19 “Town of Blanchard and CPSB Cooperative Endeavor Agreement – Blanchard Elementary Playground Equipment” is postponed until next month.

SPECIAL RECOGNITIONS/PRESENTATIONS

Proposed Focus, Goals and Objectives for the 2007-2008 School Year. Interim Superintendent Rodney Watson reported a very successful opening of schools, and announced that meetings have been held with administrators, teachers, counselors, and support personnel to talk about what the mission and focus will be this year. He shared with the board highlights of the theme “Pushing from the Bottom and Pulling from the Top,” and the goals and objectives for each. Mr. Watson explained that the focus is not just getting unsatisfactory children performing at Basic, but working to get more children performing at the Advanced and Proficient levels.

PRIORITY GOAL I: Raise the level of the educational program and student performance: Raise the level of accountability to focus on results and attention to detail

Objective 1: Increase the percentage of students participating in Enhancement Programs throughout the district by 2% (through High School Redesign 9th Grade Initiative), Advanced Placement, Honors, Dual Enrollment, Pre-Advanced Placement, Middle School Courses for High School Credit, Gateway (Gifted Program), Discoveries Unlimited (Enrichment Program), Talented Arts, Industry-based Certification, Work-based learning, and *Little Kids Rock*)

Objective 2: Increase the percentage of students scoring Mastery or Advanced on state assessments by 1% (through Data-driven instruction, Research-based program/strategies, Job-embedded professional development, Middle and High School literacy, Tutorial and Enrichment activities)

Objective 3: Reduce the percentage of students scoring below Basic on state assessments by striving to meet individual school growth targets and/or scoring above the state School Performance Score (SPS) of 60 (through Data-driven instruction, Research-based program/strategies, Job-embedded professional development, Middle and High School literacy, and Tutorial and Enrichment activities)

Objective 4: Increase the subgroup performance scores on state assessments by 2% with emphasis on the special education and poverty subgroups (through Inclusion, Co-teaching, Response to Intervention, Computer-assisted instruction, Job-embedded professional development, Differentiated instruction)

Objective 5: Provide support and resources beyond district allocation to the 12 Academically Unacceptable Schools (AUS) through Five principals trained as *Louisiana School Turnaround Specialists*. additional teachers, District Assistance Teams (DAT), English/Mathematics Content

Coaches, Reading Interventionists (Elementary), Shared Staff Development Specialist, Shared School Improvement Monitor, Behavior Intervention Services, Quarterly progress monitoring to assess student achievement, Distinguished Educators for two schools provided by Louisiana Department of Education, Appropriate accommodations/special services to students, Recruit and assign *highly-qualified* staff, Attendance/disciplinary issues monitored, Attendance Facilitator for alternative schools, *Schoolwide Positive Behavior Support (SWPBS)*, *Fight Diversion Program*, Wellness initiatives, Discipline Review Committee, and Monitored behavior in order to reduce suspensions

Objective 6: Increase opportunities for over-aged students resulting in a 2% acceleration to a higher grade level (through Comprehensive K-12 alternative school program, additional proficiency testing, Credit Recovery, and Revised Pupil Progression Plan)

Objective 7: Increase the number of inclusive schools trained in Differentiated instruction from 21 to 30 schools.

PRIORITY GOAL II: Recruit, train, evaluate, and retain high quality staff

Objective 1: Increase teacher and staff recruitment efforts and activities by increasing visibility on more college campuses (using additional recruitment teams, more recruitment literature and incentives, additional Teacher Fair in the summer, competitive salaries, updating all job descriptions to include amended certification information as reflected in state Bulletin 746)

Objective 2: Support to all principals and administrators (through specialized support to all new principals and assistant principals, site visits to all Caddo Parish Schools, Comprehensive Staff Development Plan, and extensive and regular inservice opportunities)

PRIORITY GOAL III: Coordinate and deliver efficient and effective administrative support functions aligned with school-based needs

Objective 1: Implement effective systems for school construction, maintenance, repair, and transportation that improve services and the coordination and communication between principals and central office (through Master Plan for air conditioning all buses, electronic grade book system providing secure online access to parents, Sexual Abuse Awareness Training for all employees, Sexual Abuse Investigation Training in middle and high schools, monthly supervisory level inspections at each school plant, current bond ratings maintained, conversion of 10 school plant paper plans to electronic formats, quarterly visits to each school office and cafeteria)

PRIORITY GOAL IV: Expand family, community and school connections: Create a high level of expectations for parental/guardian and community participation in student learning

Objective 1: Increase opportunities for parental and community involvement in schools and increase partnerships by 5% (through parental/guardian contacts and workshops, business participation, governmental, social, faith-based and non-profit collaborations, and updates on progress to media and general community)

Mr. Burton asked Mr. Watson to explain about the absentees in schools, especially in inner city schools and special education and especially during testing, and how this affects schools? Mr. Watson explained that the state school accountability says if a child is enrolled in school, they must take the state test; and if a student is enrolled in the full academics at a school and they are not present to take the test, the state gives them a zero which counts against the school, and thus lowers the school's score. Also, Mr. Watson noted that, especially in high school, when students go to alternative sites and receive a zero, it's not because they score low, but because they didn't take the test, and this zero goes back to the student's home school. Mr. Burton asked if the greatest number of absences and zeroes is in the inner city schools? Mr. Watson responded that the greatest number of absences is in the alternative schools, and many come from inner city schools, but students in the alternative setting come from across the district.

Mrs. Bell asked if it is possible to take a school and find out how many of that school's students were in alternative schools last year when testing took place? She added she believes if we look

at the 12 academically unacceptable schools, we will see part of the problem is scores are down because they are not present to take the test. Mrs. Bell also asked about the CAPT Program and if only a certain number of students can attend this program? Mr. Watson said first, the students must meet the criteria, and second, there are only 180 seats available for this program, so an effort is made to accommodate as many as possible. Mrs. Bell asked what is the criteria when a child is behind and is 17 years old in the 8th grade? She said if the student can't go into the CAPT program, but must go back to their middle school, is there not anything else for children in these situations. Mrs. Bell referenced the 300+ students in the 8th grade that didn't pass the test, so she doesn't understand why we are putting them back in the school. If the CAPT program was created to help these students, something needs to be done; and that is why she keeps saying, there is a need for the school to take care of these students. Mr. Watson explained there are no school settings that can handle all the children and we can't keep relocating students to other sites, but we must create opportunities for the students to learn in a remedial setting at their school site with their peers, and he believes this will be the best possible thing to help them. Mrs. Gunn confirmed that when the program was set up, staff thought it was done to be able to serve more children, and staff looked at the students' behavior, attendance, etc. and those students staff felt could move up quickly. She stated these programs are presently at Hosston and Alexander Learning Center, but with limited space, so if these programs and strategies could be expanded in the regular schools using some of the same strategies, staff could help more children. Mrs. Bell noted Mrs. Gunn's statement that behavior was in the criteria, and to her that means if they don't have good behavior they will be put back in the classroom at their home school.

Mrs. Crawford inquired about the over-age students and if any programs addressing this matter might be placed in schools in District 8, i.e. Broadmoor and Youree, as they have some of the same problems, but do not have facilities for these students' needs. Mr. Watson clarified that staff wishes to work on a comprehensive plan to address these students, but we don't have sites picked out for presentation to the board; however, staff has been talking about plans to move in this direction. He said staff will possibly ask principals interested in doing this to pilot a program during this school year to see if it works, and if so, expand the program.

Mrs. Crawford asked if the goals and objectives are approved, will accomplishing some of these allow staff to reduce teacher absences in the work place, since making things better, makes teachers want to come to work? Mr. Watson responded staff believes it will help.

Ms. Phelps thanked Mr. Watson for the presentation and regarding the over-age students, she has received numerous calls this year about students not meeting the criteria for their program, because they are not two-year repeaters. She asked if, when creating the new program, we can consider students who are one time 8th graders, who miss the test by 2-3 points and do not fit the criteria for the Learning Center and do not want to stay at middle school, and where they can be placed for some vocational opportunities? Mr. Watson responded this is a real issue and is an area where the state is dictating the criteria, and not allowing us input. He also explained that he and staff visited via telephone with the State Department of Education on Monday to make them aware of the bottlenecks this is causing statewide. He said a lot of parents do not want their students in the Options Program, but want them to still try; so staff is working with the state to see if a student must be retained in the 8th, can they attend high school a portion of the day and have the opportunity to begin earning Carnegie units. Mr. Watson also announced the state appeared to be receptive to the idea, asking him to serve on a task force and help sell the idea to BESE. Ms. Phelps asked if this will be addressed this school year for possible implementation next school year? Mr. Watson responded that BESE must pass this into policy, and the task force should begin meeting in the next few weeks, and staff will be pushing to make this happen as soon as possible. Ms. Phelps also inquired if pursuing this will prohibit us from working on a remedial program in the home school as opposed to moving students to another site? Mr. Watson said it will not and staff will pursue this for the off grades, not 4th and 8th, and will hopefully have some principals willing to pilot the program this year, providing them the necessary resources to make it successful, and hopefully others will want to make it available to their students.

Regarding dual enrollment, Ms. Phelps asked Mr. Watson if when meeting with the counselors he will provide copies of the dual enrollment brochure to them. Ms. Phelps also stated that when you see students graduate from high school with 12, 15 or 18 college hours in other parts of the country, you wonder why our students are not doing the same.

Mrs. Bell asked Mr. Watson and staff to look at summer school for students other than 4th, 8th, and high school, as she believes if we offer it as a paid opportunity, students will take advantage of it. Mr. Watson reported Mrs. Gunn is working with SPAR to hopefully provide the help these children need.

Mr. Guin thanked Mr. Watson for the presentation and reiterated that one of the board's top five goals and objectives that came from a board retreat earlier this year was over-age students.

VISITORS

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on various concerns of the Federation as it relates to the calendar and the early start time. She shared with the board concerns relative to the heat employees must work in, and that the Federation, in conjunction with the American Federation of Teachers, conducted a pilot study with 11 bus drivers to find out what the temperatures are on the buses in the morning and afternoon. Mrs. Lansdale stated that results of the study revealed temperatures on the buses ranging from 68 degrees at 5:58 a.m. to 118 degrees at 3:30 p.m. and provided the board members with a copy of the full readings. She also said the effects the heat has had on the drivers include headaches, skin rashes, nausea, tired muscles, extreme fatigue, weakness, light headedness and leg cramps. She said that while they are not in disagreement with administration that it is hot this week also, it's not as hot as last week, and will be even cooler in September. Mrs. Lansdale also asked if we know we are starting in the heat of the summer because of state testing in March, why can't we ask questions such as why can't the testing be done in May or in the fall following a review period. Relative to what can be done locally, Mrs. Lansdale stated that a look can be made to add instructional minutes to the day, and cut the number of contact days as the legislature allows, and that the board is already demonstrating this in a limited capacity by approving additional professional days for several elementary schools. She stated the board could also pass a policy that until 100% air conditioned buses are in place, anytime the temperature is predicted to be 100 degrees the district will dismiss at noon and escape the high afternoon temperatures. Mrs. Lansdale said in the meantime, it is important to communicate to students and parents how to cope with the heat by wearing lighter clothing, providing water on the buses to be hydrated, allowing bus drivers to wait in air conditioned schools while waiting on children to be dismissed and providing inservice to bus drivers on being prepared to administer appropriate assistance to students experiencing heat distress. Mrs. Lansdale said they also agree that accountability is important, but it should never be at the expense of students' health and the health of those entrusted to transport them.

Lawanda Lewis addressed the board on overage students and how her child passed testing to graduate and attend college; but because she did not pass the LEAP test, she was unable to graduate with her class. Ms. Lewis stated she also has a daughter in the 8th grade who should be in the 9th, but because she did not pass the LEAP, is being retained. She said it was disturbing to her to begin 9th grade at a high school, and get a call saying she must return to the middle school because of an error. The board president asked the superintendent to ask a staff member to meet with Ms. Lewis.

Robert Mattei addressed the board on the recommendation for assistant principal at one of the district's high schools and asked how is someone selected over another person who has served in a similar position in that school? He said there is someone who has served in a similar position for three years at the same high school, received positive performance evaluations in this position, has 10 years of experience in the classroom, etc. and it appears their superior performance in the job and job experience was not adequately evaluated. Mr. Mattei asked the board to not rubber stamp this recommendation.

Toni Giles, bus driver, addressed the board on the extreme heat on her bus and side effects she personally has experienced as a result of the heat. Ms. Giles asked the board to look very closely at what students and employees are experiencing as a result of starting school in early August. With not as many hot days in September as in August, she asked the board to consider this in the future. Ms. Giles also brought to the board's attention that she believed the board voted to give support workers a \$1,700 pay raise and according to the new pay schedules, hers is less than that and she heard her supervisor received over twice this amount. She asked the board to please look into this and give the bus drivers the pay raise they were told they would receive.

Betty Smith addressed the board regarding her concern for her 8th grade granddaughter who attended summer school and was told if she did and met the criteria and didn't miss any days, she would pass. She did not miss any days, but still missed passing by one point and because she will be 16 next month, she has a real concern for her, and asked if there is anything they can do to help her. Mr. Guin asked the superintendent to have staff meet with her.

Ezra Rogers, Jr. addressed the board on the proposed redistricting of schools. He said his daughter attends Fair Park High School and a plan to change the school's district lines was brought to his attention. Mr. Rogers said he believes this will have a detrimental effect on Fair Park and its students, and he is not interested in seeing any change in the district lines.

Frederic Washington, graduate of Booker T. Washington High School, addressed the board on the proposal to name J.S. Clark Middle School as the feeder school for Booker T. Washington High School. He said it's important that everyone work together to make certain the 44,000 plus students in Caddo Parish have the best possible education; and while Booker T. Washington has experienced a steady decline in enrollment, there is no time to point fingers at the causes why, but there's a need to begin now to improve the situation. Mr. Washington stated that while making J.S. Clark a direct feeder school and changing district lines to increase enrollment, common sense also says that all the streets in J.S. Clark area will attend BTW, however the proposal will serve as a model and a beginning to improve the existing relationship between these two schools, and an ability to use the resources available to afford the students the opportunity to be successful. He also stated that the School Performance Scores indicate that the students, administration and faculty are working hard to help the students excel. He said all these positives serve to improve the school and the community and as a proud BTW alum, he asks the board and community to work for all.

Michael Roy, employee, addressed the board on the recent board-approved pay raise, first thanking those responsible for finding the monies to give employees a \$500 Christmas bonus, as well as the \$200 for support personnel, the \$625 for teachers, and the additional increase for new teachers. Mr. Roy said he doesn't understand why some employees are being given less than what was adopted/approved as he thought all support personnel received a total of \$1,700. He referenced the indexing of salaries and how it needs to be scrutinized, and that he understood when the board approved the pay raise that this practice was not being used. Mr. Roy said he knows that life is not always fair, but the leaders know this and have a responsibility to make change. He said the indexing of the salaries costs the district thousands of dollars and the practice needs to be changed. He believes every employee is deserving of the same raise as all other employees. Mr. Roy also stated the media has a responsibility to get the facts correct and referenced what the media stated in their comments. He asked the board to remember that all employees are deserving of the same raise.

Shannon Jett, employee, addressed the board on the pay raises and as a paraprofessional in the district, asked the board to reconsider and give all support personnel the full amount of the board-approved raise. Ms. Jett noted that she is full time, has full time benefits, works the same hours as teachers, has complied with the fully-qualified requirement, and asked the board to reconsider and give the paraprofessionals the full amount approved for support personnel.

Claudia Goodie, paraprofessional, addressed the board on the pay raises, and her concern that paraprofessionals are not considered full time. Ms. Goodie highlighted the many duties and responsibilities she has as a paraprofessional and asked the board to restore to the paraprofessionals the total pay raise of \$1,700.

Cedric Choyce, president of the Caddo Association of Educators, addressed the board on the fact that some of the district's support groups did not receive the full amount approved by the board. He asked the board to take the necessary action to resolve this matter. Mr. Choyce said CAE appreciates the commitment the board has shown to the district's employees.

CONFIRM THE CONSENT AGENDA

Mr. Burton moved, seconded by Mrs. Armstrong, to confirm the consent agenda. Vote on the motion carried unanimously. The following is a summary of the board's action on items categorized as the consent agenda:

Item 9. A. B. C. and E.

Personnel Recommendations. Per request from the superintendent, Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following personnel appointments as recommended by the superintendent and approved by the board: Cynthia Wilson, counselor, Cherokee Park Elementary; Linda W. Anderson, counselor, Caddo Magnet High School; Billy G. Williams, assistant principal, Walnut Hill Elementary/Middle; Shalonda Smith, assistant principal, Sunset Acres Elementary; Jeffrey Roberts, assistant principal, Southwood High; Cleveland White, director of classified personnel/human resources; and Connie Rogers, certified personnel administrator-elementary. These appointments will receive the appropriate salary as reflected by the Caddo Parish School Board Salary Schedule applicable to the position to which they are appointed.

Requests for Leaves. The following requests for leaves were approved as recommended by staff and included in the mailout.

Certified Personnel

Leave Without Pay, August 1, 2007 – June 1, 2008

Julie D. Blakeman, Teacher, Creswell Elementary, 9 years

Leave Without Pay, August 10, 2007 – December 21, 2007

Phyllisia M. Mason-Hollins, Teacher, Caddo Heights Elementary, 3 years

Leave Without Pay, May 22, 2007 – January 5, 2008

Charlita K. Hayes, Teacher, 81st Street ECE, 15 years

Sabbatical Leave (Medical), Fall Semester 2007 – Spring Semester 2008

Sandra Pierce, Teacher, 81st Street ECE, 17 years

Sabbatical Leave (Medical), Fall Semester 2007

Mattie M. Vann, Teacher, J.S. Clark, 17 years

Sabbatical Leave (Medical), August 21, 2007 – December 31, 2007

Vicki Singer, Teacher, Sunset Acres Elem., 20 years

Classified Personnel

Leave Without Pay, August 17, 2007 – May 31, 2008

LaDonna Martin, Herndon E/M School, Security Coordinator, 8 years

Leave Without Pay, July 31, 2007 – January 7, 2008

Wanda Morris-Staten, Office Clerk, Oak Terrace/Rutherford House, 4 years

Leave Without Pay, August 13, 2007 – May 31, 2008

Elcena R. Pegues, Teacher's Aide, Central Elementary, 11 months

Personnel Transaction Reports. The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of June 26, 2007 – July 25, 2007 as recommended by staff and included in the mailout.

Renewal of Promotional or Administrative Appointment Contracts. The board approved the renewal of administrative contracts as recommended by staff and included in the mailout for Wanda Gunn, Tonya Evans, Susie Smith, Lisa Johnson, Deloris Lynch, Melissa Williams and Margaret Clayton.

Agenda Item No. 10. A. and B.

Bids. The board approved the following bids as recommended by staff and included in the mailout on the bid tabulation sheet: (1) AFP Industries, Inc. totaling \$3,827.40; ATD American Co. totaling \$13,200.00; Childcraft Education Corp. totaling \$10,824.30; NASCO totaling \$1,836.90 and S&S Worldwide, Inc. totaling \$5,614.20 for Kindergarten Play Equipment; (2) Unisource Worldwide, Inc. totaling \$28,690.00 for Foam Hand Soap; and (3) Fuqua Paper & Supply totaling \$44,085.00 for Janitorial Paper Supplies.

Bids (Capital Projects/Construction). The board approved the following bids as recommended by staff and included in the mailout on the bid tabulation sheets: (1) Terry's Roofing and Sheet Metal, Inc. with a Base Bid and Alternate 1, for the sum total of \$316,200 for Project 2008-223, "Green Oaks Roof Building C, Gym Roof and Classrooms"; (2) Douglas Construction & Remodeling with a Base Bid for the sum total of \$105,524.00 for Project 2008-200B, "T-

Building Relocation at Northwood”; (3) Carter Construction with a Base Bid for the sum total of \$2,868,000.00 for Project 2007-101, “Walnut Hill New Gym, Phase I”; and (4) Douglas Construction with a Base Bid for the sum total of \$128,798.00 for Project 2008-200C, “T-Building Relocation at Eden Gardens”.

Agenda Item No. 12

Approval of Designers for Year 4 of 2004 Bond Projects. The board approved design professionals for Year 4 of the 2004 bond projects as recommended by staff and included in the mailout.

Agenda Item No. 13

Addendum to Special Education Policies and Procedures. The board approved the addendum to the Special Education Policies and Procedures regarding Confidentiality of Electronic/Digital Information as recommended by staff and included in the mailout.

Agenda Item No. 14

2007-2008 Caddo Parish Pupil Progression Plan Revisions. The board approved the proposed revisions to the 2007-2008 Caddo Parish Pupil Progression Plan as recommended by staff and included in the mailout.

Agenda Item No. 15

Requests for Professional Development Days. The board approved the requests for Professional Development Days above the parish approved days for the 2007-2008 school year as recommended by staff and submitted in the mailout.

Agenda Item No. 16

Proposed Locally Initiated Electives for SY 2007-08. The board approved the proposed locally initiated electives for SY 2007-08 (enriched credit in Microbiology and enriched credit in Free Enterprise) as recommended by staff and submitted in the mailout.

Agenda Item No. 17

Approval of HIPAA Privacy and Security Compliance Policies. The board approved the HIPAA Privacy and Security Compliance Policies as recommended by staff and submitted in the mailout.

Agenda Item No. 18

Classified Staffing Adjustment and Request. The board approved staff’s request to add a Grade 6 secretarial position to the office of Accountability and Testing Department as submitted in the mailout.

Agenda Item No. 23

Approval of \$200 M&S Allotment for Classroom Teachers for the 07-08 School Year. The board approved \$200 M&S allotment for classroom teachers for the 07-08 school year and authorized the superintendent to take the funds from whatever fund he deemed appropriate.

Agenda Item No. 24

Approval of Cecil J. Picard LA4 Day Care Agreements. The board approved the Cecil J. Picard LA4 Day Care Agreements as recommended by staff and submitted in the mailout.

**REQUEST FOR USE OF SCHOOL BUSES BY SOUTHERN UNIVERSITY
SHREVEPORT – YOUTH NETWORK INITIATIVE AFTER SCHOOL PROGRAM
AND YOUTH NETWORK INITIATIVE OFFICE CAREERS PROGRAM**

Mr. Ramsey moved, seconded by Mrs. Armstrong, to approve Southern University Shreveport's request for use of school buses for the Youth NetWORK Initiative After School Program and the Youth NetWORK Initiative Office Careers Program as recommended by staff and included in the mailout. Mr. Burton announced he must abstain from voting since Southern University is his employer. Vote on the motion carried with Board member Willie Burton abstaining.

Recess. The board president called for a 5-minute recess at approximately 5:55 p.m. and the board reconvened into open session at approximately 6:12 p.m.

CHILD NUTRITION PROGRAMS

Ms. Phelps announced that she does not have a motion relative to this item. Mrs. Bell asked if she could make a comment and Mr. Guin explained not without a motion on the floor. Mrs. Bell indicated she would make her comments under announcements and requests.

FEEDER SCHOOL FOR BOOKER T. WASHINGTON HIGH SCHOOL

Mr. Burton moved, seconded by Mrs. May, that J. S. Clark be made a feeder school for Booker T. Washington High School in accordance with the maps submitted, excluding the area outlined in yellow. Mr. Ramsey asked if eliminating the area outlined in yellow moves the boundary back to West College? Mr. Burton answered it does. Vote on the motion carried unanimously.

CLASSIFIED STAFFING ADJUSTMENT/REQUEST

Mr. Guin relinquished the chair at this time to First Vice President Burton. *Mr. Guin moved, seconded by Mr. Ramsey, to approve Item 22 (request to upgrade the position of Insurance Manager to Director) as per the mailout. Ms. Phelps stated that for the record, she doesn't have any other concerns with the insurance manager who has done a wonderful job; however, as stated in the last meeting, she would like for the new superintendent to look at this. She said she appreciates the request from Mrs. Bell to look at all the managers in making such a decision. Therefore, she will not be able to support the motion at this time. Mrs. Bell stated that its nothing against the person in the position, but asked staff how often the Position Evaluation Committee meets. Dr. Robinson responded that the committee meets once a month or as needed. Mrs. Bell stated that, if the committee meets in this manner, she believes the position being discussed should have been addressed a long time ago. She added with 18 managerial positions, she wonders if the committee has checked to determine if there are others needing to be upgraded. Dr. Robinson stated she assumed the chairmanship of this committee when Ben Wreyford retired, along with the records and files. Mrs. Bell said she is not questioning the person and is well aware of the person's credentials, but her problem is there are 18 managers and she would like to know if this committee has done the same thing for these and asked the committee to see if there is someone who is being overlooked. Mrs. Bell said she will vote for the motion on the floor, but she will monitor what this committee is doing in the future to look at other similar positions. Vote on the motion carried with Board members May and Phelps opposed and Board members Guin, Hardy, Burton, Crawley, Priest, Crawford, Ramsey, Armstrong and Bell supporting the motion. At this time, Mr. Guin resumed as the chair.*

SUPERINTENDENT'S SEARCH UPDATE

Burnadine Moss Anderson, board liaison for the Superintendent Search, reported the timeline is being followed for the search and we are on schedule. Mrs. Anderson stated that the Advisory Committee met on August 9th and the minutes were mailed to the board. At this meeting, the Advisory Committee began their work on the qualifications, and we are now receiving community input on the qualifications and criteria. There is a link on Caddo's web site where the board can view information given to them in hard copy and they can also participate in input by completing the survey online. In addition to the survey online, input from the public is also being requested through the newspaper, and hard copies mailed to all departments and schools within the Caddo School System. Also, letters from President Guin were sent to nearly 150 business partners, organizations and supporters of public education. Mrs. Anderson announced a public forum will be held at Woodlawn High School from 6:30-7:30 p.m. on August 23rd to receive additional input from the community; and the announcement of the vacancy is in the making, having been made to all the schools in the district and to all departments, all school

systems in the State of Louisiana, the State Department of Education officials, and to BESE members. She stated the board's next meeting will fall after the public forum and the Advisory Committee will have met to bring to the board a draft on what they feel the qualifications should be. Mrs. Anderson stated that at the last meeting, the board directed Mr. Watson and the staff to bring to the board objectives, which Mr. Watson shared with the board at the beginning of today's meeting. So staff may be able to use the goals and objectives as the superintendent search moves forward, she asked for the board's consideration of those presented. *Mr. Ramsey moved, seconded by Mrs. Hardy, to approve the proposed district goals and objectives for the 2007-08 school year as presented by Interim Superintendent Watson. Vote on the motion carried unanimously.*

SUPERINTENDENT'S REPORT

Formation of Committee to Address Over-Aged Students. *Mrs. Bell moved, seconded by Mrs. Armstrong, for the formation of a committee to address over-aged students.* Mrs. Bell stated that she has not heard an update on this item and would like to get one. Mr. Watson explained that staff has worked to form a committee. Mrs. Bell said if a committee has been formed she would like to know who is on the committee. Mrs. Gunn stated that a date has been set for a meeting with interested principals, as well as Caddo Learning Center and Alexander Learning Center representatives to receive input and direction for a plan/proposal to bring to the board. Mr. Guin stated that so the Open Meetings Law is not violated, it has been suggested that since the point has been made, that Mrs. Bell withdraw her motion, and staff will report back to her on the committee and its findings. Mrs. Bell withdrew her motion and Mrs. Armstrong withdrew her second.

UNFINISHED BUSINESS

Mrs. Crawley moved, seconded by Mrs. May, to suspend the rules and add an item to revisit Caddo's pay increase for support/classified personnel. Mrs. Crawley stated that she brings the motion in order to clear up some misunderstandings relative to the recent pay increase. Mrs. May echoed Mrs. Crawley's statements because she too has received many phone calls on this. Mr. Ramsey asked if the motion is to suspend the rules and add this item for discussion only? Mr. Guin explained that the motion on the floor is to suspend the rules to add the item to the agenda. *Vote on the motion carried with Board member Ramsey opposed and Board members Guin, Hardy, Burton, Crawley, May, Phelps, Priest, Crawford, Armstrong and Bell supporting the motion.*

Mrs. Crawley moved, seconded by Mrs. May, to set the pay increase that Caddo gave to support personnel at a flat amount of \$700 for all support/classified personnel. Mrs. Crawley stated that she thought the board was giving a total of \$1,700 to support personnel, \$1,000 from the state and \$700 from Caddo. Mrs. May stated she believes the support personnel deserve \$700 and that is what she believed the board voted to give them. Mr. Guin referenced, as a point of clarification, the motion at the August 7th meeting which stated these raises should be administered to all employees, including central office staff, in accordance with past practices and that the raise reflects an annual amount for full time employees and will be pro-rated to staff according to the annual hours worked. He said the board's attorney wants to clarify that what the motion on the floor will do is basically eliminate that paragraph from the original motion. He said the reason he wants everyone to understand is because the pro-rating goes both ways. Mr. Watson clarified that it only eliminates the second sentence. Mr. Guin asked if Mrs. Crawley's motion is basically to eliminate that second sentence and that all support personnel will get \$700. Mrs. Crawley said that is correct. Mr. Abrams said his concern was you are eliminating the pro-rating as approved at the last meeting, amending what the board approved and you are talking about a flat \$700 amount. Ms. Phelps asked Mr. Guin to explain to her on what document this information was provided to the board. Mr. Guin stated it was on the memorandum provided to the board at their stations at the last meeting. Mrs. Bell stated that she did not see this information about the indexing of administration's salaries, but when you take from the bottom so the administration gets more, it's like taking from the poor so the rich get richer. She said she was hurt when she found out that some were getting less and we should never make the support personnel feel like they are any less important. Mr. Guin said he is not making a judgment call, but referenced the minutes and that they clearly reflect the motion and the statements that explained it, whether or not every board member understood it. Mrs. Bell said we told the employees they would get it and we need to give it to them. Mr. Ramsey said there was a lot of

discussion when the original budget was introduced as to the possibility of getting more money, and he believes the superintendent and staff expended quite a lot of time to bring an additional recommendation to the board. He asked the superintendent how will these additional dollars impact the budget since these are recurring expenses? Mr. Watson said he has talked to several board members who thought they were voting for the flat amount rather than the pro-rated amount as stated in the motion, and after looking at this, if the board approves it, it will cost an additional \$320,000 to pay for the additional pro-rated amount to the flat amount. Mr. Ramsey asked if the maintenance workers, painters, and janitorial who work 12 months will get the full amount (\$700), and if the groups we are talking about are those who work nine months? Mr. Watson explained staff has converted to days worked, beginning with 180 to 260 days and they are all pro-rated according to the number of days, which is converted to hours worked. He said this is the past practice and staff consulted with legal counsel to make sure the appropriate verbiage was placed in the motion; however, he has heard the board does not want to use the past practice, so staff has done an analysis to reflect the additional dollars should the board approve it. Mr. Ramsey asked if there is a breakdown on the number of nine-month employees we have versus the number of 12 month employees? Mr. Watson responded we have this information and staff conducted an analysis of the number of employees at each pay grade and what the pro-rated amount would be from \$1,425 up to the \$1,700, broken down by employees according to the categories of hours and grades. Mr. Ramsey said he is attempting to support personnel and also get an idea of the difference in 9 months and 12 months as he believes the 12 month employees will want to know if we are going to pay for the 3 month difference. He said there is a fairness issue involved, as well as a misunderstanding. Mr. Watson explained he believes the misunderstanding is staff did not clearly communicate to board members that we used past practices, and the system is set up where there is an hourly rate of pay based on the number of hours worked a year and is why the recommendation in the original motion was made in keeping with the district's past practice. Mr. Ramsey said that while the employees deserve it, until he sees the impact of items staff is to bring as possible surprises, the board must consider these recurring expenses that will affect the ending balance. Mr. Watson reported staff provided in the weekly mailout a list of projected expenditures not in this year's budget, and expecting this year to be a high cost year for the district, made a recommendation that staff felt like the board could live with. As the superintendent, Mr. Watson said he believes he is obligated to be a good steward of the local funds and recommendations are made so the district will be healthy, both educationally and fiscally. At this point, Mr. Watson said he believes the district can sustain the \$320,000 if it is the board's desire. Mr. Ramsey asked if there are recurring funds for what the 12 month employees might ask for? Mr. Watson explained that this issue has not been brought to the table, but at the request of a board member, staff did look at using the \$700 as the base amount and moving up the scale, it would cost the district \$1.9 million in additional funds and we would not have the funds for this. Mr. Ramsey asked if the superintendent is saying we do not have the funds to continue adding expenditures? Mr. Watson stated we can support the recommendation brought to the table, but beyond that, an analysis is needed to support any additional dollars. Mr. Ramsey stated if the superintendent is saying we can handle the \$320,000, he can support it; but at the same time, the statement needs to be made that this is it; and hopefully, the revenues will continue so we can continue to give employees raises in the future.

Mr. Guin stated he met at length with the interim superintendent to discuss this issue and for clarity, he believes one of the problems was the original motion was written in a particular way, stating the monies would be pro-rated; however, when the state dedicated a certain amount of the MFP dollars, the \$1,000 was distributed like the motion on the table now, a flat amount. So basically, there was the \$1,000 from the state at a flat rate and then the board pro-rated the additional amount, because that was the way it had been done in the past. Mr. Guin indicated he believes Mr. Roy was correct in saying what he did at the last meeting about understanding how the system does the pro-rating.

Ms. Phelps stated that in the last year she has asked questions to make certain we understood what the board was voting on; and at last month's meeting, she understood the board would have a work session on just the raise and when she asked the question, Mr. Guin told her the board was in it. She said she believes this may have caused confusion, but when it is an item as big as the raise and where the money will be coming from, she said it is important to have the information on paper to look at the results of the approved raise. She said if we want to save some money, we don't need to index and continue giving administration more money based on the days they work, and added we can save money with the flat rate. She also said if the board

can take the time and not be so rushed, maybe we can avoid having to go back and asked the president to keep this in mind.

Mr. Guin stated, for clarification, that if board members will refer to the minutes of the meeting held in July, there was a motion made to postpone the superintendent's recommendation concerning the pay raise. Also, it was discussed by staff at that time that it could create a problem for staff given the fact that school was about to start, so the discussion then occurred to put the pay raise on a special called meeting following or preceding the workshop in August. He stated that every board member knew it, it's in the minutes, it was approved that way and when Ms. Phelps asked the question during the special called meeting about a workshop, he did state that the board was in that workshop.

Ms. Phelps said you may be correct and she would like to clarify. Mr. Burton called for a point of order in that there is a motion on the table. Ms. Phelps said Mr. Guin made his statement and she only wants to make a statement. Mr. Guin announced that the board attorney has indicated both are out of order and asked Ms. Phelps if she has anything to add concerning the motion on the table. Ms. Phelps said she asked for clarity and that she would even come to a work session before the next session. Mr. Guin again reminded Ms. Phelps that the board attorney has indicated that they were out of order.

Mrs. Bell asked about part-time workers and that teachers work 9 months (180 days), as do paraprofessionals, custodians, bus drivers; and if you go by days, because administration's number of days is 260, does this reference central office employees, and if so, she believes there needs to be an understanding as to what full time means. She stated her support of the motion on the floor and the flat amount for all support employees.

Mr. Burton moved, seconded by Mr. Ramsey, to call for the question. Vote on the motion carried with Board members Crawley, May and Crawford opposed and Board members Guin, Hardy, Burton, Phelps, Priest, Ramsey, Armstrong and Bell supporting the motion.

Vote on the main motion carried unanimously.

Mr. Watson explained to the board that because the payroll system is set up for support workers calculating the average hourly rate and it can not be changed; staff will accommodate the difference for all support workers and issue the difference between the pro-rated amount and the flat amount in a separate check in order to accommodate the board's motion and approval.

Mrs. Crawley moved, seconded by Mrs. May to suspend the rules to add an item to define/clarify the term new teacher as it relates to the advance for new teachers. Vote on the motion failed with Board members Hardy, Burton, Phelps, Priest and Ramsey opposed and Board members Guin, Crawley, May, Crawford, Armstrong and Bell supporting the motion.

ANNOUNCEMENTS AND REQUESTS

Mrs. Hardy stated she visited her schools on the first day and was very impressed with the new wing at Pine Grove. She encouraged board members to visit this new facility when the ribbon cutting is held.

Mrs. Bell expressed appreciation to Mr. Otis Jones and the Transportation Department for their good work at the start of school to respond to parents.

Mrs. Bell and Mrs. Crawley asked that an item, "Start of School in 2008-2009", be added to the September agenda.

Mrs. Crawley asked that "Definition of a New Teacher" be added to the September agenda.

Mrs. Crawley asked for information on homework policies for magnet schools, i.e. what is the limit for homework.

Mrs. Crawley also requested an update on where we are on the acquisition of land for C. E. Byrd High School.

Mr. Burton asked that staff provide a report on what it would take to install temporary air conditioners in some of the buses.

Ms. Phelps asked if staff could look at the possibility of a calendar online whereby schools could schedule school events/activities and would have the capability of scheduling around one another.

Ms. Phelps also asked about why schools hold certain events, but other schools do not hold that same event, i.e. 5th grade projects, festivals, etc., and if we could possibly look at making these events parishwide.

Ms. Phelps requested that staff look at a VH1 music program and how it might benefit the schools in District 6.

Ms. Phelps asked if, in hearing the bus transportation presentation, the study done had to have board approval, and did the employees participate in a study that was not approved by the board?

Ms. Phelps asked that staff provide an update on the dual enrollment in the high schools over the next couple of weeks.

Mrs. Crawley thanked the superintendent for working to help board members understand what was voted on and for working hard for the employees.

Mr. Guin reminded board members to turn in their forms regarding possible dates for rescheduling the tenure hearing, as well as disclosure statements as soon as possible. Mrs. Armstrong asked that once the tenure hearing date is set, that it not be rescheduled again.

EXECUTIVE SESSION

Mr. Burton moved, seconded by Mrs. Armstrong, to accept staff's recommendation on the readmittance appeals for the following students: K.S., J.E., T.S., N.S., J.S., K.M., Z.A., A.H. and J.M. Vote on the motion carried unanimously.

Adjournment. *Mr. Burton moved, seconded by Mrs. May, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 7:25 p.m.*

Rodney Watson, Interim Secretary

Phillip R. Guin, President

September 4, 2007

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, September 4, 2007 with President Phillip Guin presiding and the following school board members present being a quorum: Eursla Hardy, Willie Burton, Charlotte Crawley, Lola May, Tammy T. Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Interim Secretary Rodney Watson, and Reginald Abrams, legal counsel. Mrs. Dottie Bell led the invocation and Pledge of Allegiance.

VISITORS

Mildred B. Pugh, former CPSB member, addressed the board on the situation at Huntington High School and concerns about what she has heard in the media relative to this situation and the accountability process for staffing. She said while the board is in a superintendent search, it seems the leadership is out of sync with responsibilities, and someone needs to look at how we are sharing information with the media. Mrs. Pugh also said she doesn't feel it speaks well of the district if while in the search for a new superintendent such an incident as this is allowed to occur. She added the publicity seems to be saying we don't understand who is responsible, and it appears we are passing this buck.

Juan Bryant addressed the board on his concerns over the situation at Huntington High School and shared with the board his history and participation at Huntington High School. Mr. Bryant stated his concern over how this situation was played out in the media and his concern for the children. He said he doesn't believe something like this should ruin someone's entire career or the school's reputation.

Willie White addressed the board on the Huntington coach situation and that he has known him since he was a child and watched him grow into a young man that exemplifies himself. Mr. White said he is concerned about what he has heard in the media and believes we should give this young man another chance as God gives us second chances. He asked the board to give him another chance to fulfill the job and duties given to him and apply the same punishment as given by the LHSAA and then restore him to the fullness of the position he is in.

Pearlie Williams, parent, addressed the board on the Huntington High School situation and that as a parent of a senior member of the football team, she is acquainted with the coach and how he has carried out his duties and responsibilities on and off the field. She further stated that while there are areas of concern that have brought us to this point, she said this coach has carried out his duties as a coach and mentored the young men of the Huntington Raiders in a professional and efficient manner. She said he is very well respected by the parents, the young men who are members of the football team, as well as other students at Huntington and they are present in support of this young man who has given his heart and his all to this program. She said while the media has painted a negative picture of him and Huntington High School, the parents and team members would like the record to reflect that this incident in no way mars their respect and appreciation for the services he has given as a coach; and while the reports have been negative, they can vouch for the fact that he had no negative intention or desires to circumvent the correct performance of his duties, and has carried out those duties in the best human way possible. She said while the sanctions have been assigned by the governmental body, they accept the ruling and the five game suspension, but asked the board to reject the request to end his coaching assignment. Ms. Williams stated she believes we should give this young man a second chance as he has given his players second chances, and he has much to offer as a teacher and a coach.

Billy Wayne, retired Caddo teacher, addressed the board on the Huntington High School situation. He began his comments by asking for clarification on not mentioning names and how the minutes will reflect who and what he is referring to in his comments. Mr. Abrams explained that there have been several speakers already on the same topic. Mr. Wayne stated that during his time as a teacher in Caddo Parish, he was fortunate to teach many of Caddo's finest students, one of which is "Coach". He said this person has the personality and personal character traits that teachers love to see in students, i.e. a family background that encourages and supports high expectations. He said he has observed this coach in various settings, from a student to a coach on the field, and his notable genuine care and concern for others. He said he has always reminded his students it is wiser not to judge what a person supposedly did, but evaluate the

system in which the incident occurred and believes this wisdom applies here today. Mr. Wayne closed by paraphrasing a line from Shakespeare's Julius Caesar.

Dr. Thomas Archey, former principal at Huntington High School, addressed the board on the current situation at Huntington High School. Dr. Archey stated that the coach in question was one of his students, graduating in 1989 as an honor student and outstanding football player. He said his mother and father have always been role models for their children and he is very proud of this young man and his accomplishments. He asked the board in their decision-making process regarding this situation to please think through how the decision will affect everyone. He also shared he previously served on the Louisiana High School Athletic Association under the current-serving commissioner and he knows this organization operates by the book, but asked the board to please think about how this is affecting everyone.

Michael Green, head football coach at Huntington High School, addressed the board on the current situation at Huntington High School. Board President Guin asked Mr. Green if by addressing the board during the Visitors Section is he waiving his rights to be at the hearing during executive session to discuss this matter, and Mr. Green responded that he is. Mr. Green stated that the Louisiana High School Athletic Association report and numerous articles in the media have blamed him solely for allegations and violations against the Huntington High School athletic program. He said while it is true that as head coach he played an important role in the program, there are things that happened during his stewardship that harmed the program, many of which were completely beyond his control. He stated he accepts responsibility for the inappropriate decisions he made, but it is his hope and desire that in rendering a decision, the state athletic association would ever be mindful of the students and that they are not victimized because of poor decisions by adults and administration. He further stated his issue today is not with the school board, and thanked the board for appointing him to the position he has held, and he has not intentionally let the board down. Mr. Green said the parents in the Huntington community deserve the assurance that their sons and daughters depend on the leadership to provide them with a quality education, academically and athletically, that they deserve. He shared with the board that he has been a part of the Raiders since 1985 and has been afforded the opportunity to attend college and reap the rewards as a player, a teacher, and as a coach. Mr. Green stated he believes the Raider student body and football team have gone through adversity in the past few years and the strength of their character has shown through. He further stated if the school board believes relieving him of his responsibilities will resolve the situation and allow the students to get closure and move forward, he strongly encouraged the board to do so and he will not quarrel if that decision is made. He said today is about the children of Huntington and their futures relative to becoming productive citizens in this community; and as coach he will address the violations and the allegations from LHSAA and the principal at a later date and in the appropriate form. Mr. Green expressed his gratitude to the board, the supporters of Huntington High School, the football players, and especially his wife and family for their support throughout his career.

Mr. Abrams asked Mr. Johnson to introduce himself. Mr. Johnson said he is Greg Johnson on behalf of Michael Green. Mr. Abrams asked if he is an attorney, to which he responded that is correct. Mr. Abrams stated his understanding that Mr. Johnson is present as Mr. Green's attorney and asked if he is aware there is an employee matter to be discussed later in the meeting? Mr. Johnson answered that is correct. Mr. Abrams asked if he is waiving his appearance during that hearing? Mr. Johnson responded that is correct.

Lowell Shoemaker addressed the board on teaching the Bible in the classroom. Mr. Shoemaker shared with the board his opportunities to study the Bible in the classroom when he was growing up in school, and how these opportunities helped to make him strong. He shared with the board an experience he had when visiting his sister in Amsterdam, and learning that 500 years ago, the Pilgrims who lived in Amsterdam for approximately 100 years, left to go to Plymouth, England to sail to America to have religious freedom. Mr. Shoemaker urged the board in their decision regarding the use of the Holy Scriptures to remember that if it were not for the Bible, America would be just like the other nations.

PERSONNEL RECOMMENDATIONS

Mr. Burton moved, seconded by Mr. Ramsey, to approve the personnel recommendations as recommended by the superintendent and submitted in the mailout. Ms. Phelps stated that for the

record she would like to say she has discussed with the superintendent her concerns about being consistent in the selection process and because of inconsistencies in these recommendations, she will be abstaining from voting on this motion. *Vote on the motion carried with Board member Phelps abstaining and Board members Guin, Hardy, Burton, Crawley, May, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.* Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following board-approved personnel appointments: (1) Felicia Bates-Douglas, supervisor of special education compliance, complaint management and parent/community involvement; (2) Gabbie Hill, counselor at A.C. Steere Elementary; (3) Julie Scruggs, supervisor of magnet schools testing; (4) Nathaniel Adams, assistant principal of administration at Linear Middle School; and (5) Shannon Lanclos, assistant principal of administration at Woodlawn High School. These appointments will receive the appropriate salary as reflected by the Caddo Parish School Board salary schedule applicable to the position to which they are appointed. Administrators, family and other guests present also were recognized.

AIR CONDITIONING EQUIPMENT FOR REMAINING 2004 BOND PROJECTS

Mr. Burton moved, seconded by Mr. Ramsey, that the Interim Superintendent be authorized to bid the A/C units anticipated for installation during the summer of 2008 and to accept the lowest responsible bid in accordance with board policy and place an order for the equipment not to exceed \$1,200,000 as recommended by staff and included in the mailout. Mrs. Bell asked that staff provide a list of the schools that will be receiving this equipment in the summer of 2008. Vote on the motion carried unanimously.

SUPERINTENDENT SEARCH UPDATE

Burnadine Moss Anderson, board liaison for the superintendent search, gave an up-to-date report on the superintendent search process over the past month which included the process of gleaning input on the superintendent search and particularly the qualifications and criteria for the Superintendent of Caddo Public Schools received via an online survey at the CPSB web site, letters mailed to approximately 150 organizations and Caddo Public Schools' partners, and a public forum held at Woodlawn High School. Mrs. Anderson also shared with the board a breakdown of the input received and summarized what those who responded said should be qualifications and criteria for the Superintendent of Caddo Schools. The list of qualifications being presented to the board from the Advisory Committee is as follows:

- A demonstrated ability to be sensitive and knowledgeable of the requirements and methodology of increasing academic assessment and knowledge of the Elementary and Secondary Education Act (No Child Left Behind) by implementing and providing educators with professional development, insight and required tools
- The ability to evidence eligibility for a Louisiana superintendent's certificate
- Strong moral character, integrity and professional work ethic
- The ability to withstand a thorough background check throughout his/her professional life
- A commitment to high level visibility within the district and to the development of strong ongoing positive relationships among students, staff and community, and the proven ability to solicit parental involvement
- A visionary manager who makes decisions based on population trends and projected enrollments; projected finances and economic conditions; teacher supply and demand; and student diversification
- The ability to relate to and have open lines of communication with teachers, support personnel, parents, students and citizens of the community
- The ability to work in the area of human relations; a "people person" with personnel management skills
- A sensitivity to the ethnic and socio-economic diversity of the Caddo Parish schools and commitment to providing an equally effective education for children of all abilities, in every school as demonstrated by professional experience
- A graduate degree from an accredited university is required. A doctorate in education is strongly preferred
- The demonstrated ability and commitment to implement and maintain a safe and disciplined school environment
- A proven ability to work with professional/educational organizations

- Broad knowledge of curriculum development, implementation and evaluation
- The ability to motivate central office and school administrators and significantly involve them in the decision-making process, and
- A demonstrated ability and commitment to collaborate with private, public and other sectors within the communities/municipalities of the school district.

Mrs. Anderson commended the board for appointing a group of committed citizens that represent a cross-section of the community and introduced Rev. Joe Gant, co-chair of the Citizens Advisory Committee. Rev. Joe Gant expressed to the board appreciation for the opportunity this committee has been afforded to work together. Committee members present introduced themselves and the district they represent as follows: Bessie Smith, District 4; Tabatha Taylor, District 2; Linda Lynn, Caddo Retired Teachers; Jo Sellers, District 11; Sam Jones, Caddo District PTA; Shirley VanDyke Ashley, District 5; Ammie Washington, District 7; Johnny Digilormo, District 1; Cedric Choyce, Caddo Association of Educators; Laura Gustavson, District 8; Cooper Knecht, District 9; and Jackie Lansdale, Caddo Federation of Teachers/Support Personnel. Rev. Gant announced he represents District 12, and that Co-chair David Cox is not present today and Rev. Timothy Jones is out of town.

Mr. Burton made a motion, seconded by Mrs. Crawley, to approve the qualifications and criteria for the position of Superintendent of Caddo Parish Schools as presented. Mrs. Hardy asked for clarification on the criteria for the superintendent to have a doctorate degree and Mrs. Anderson explained the committee decided that a doctorate degree is preferred, but it is not required or recommended. Ms. Phelps asked that *school board members* be added to the qualification “The proven ability to relate to, openly communicate with, and be responsive to the needs of teachers, support personnel, parents, students and citizens of the community”. Mr. Burton indicated his agreement to amend his motion and include this addition. Mrs. Bell requested that *school level employees* be added in the qualification “The ability to motivate central office, school administrators and significantly involve them in the decision-making process.” *Vote on the motion carried unanimously.*

Mrs. Anderson also shared with the board information on superintendents’ salaries and district populations, as well as information from the National School Public Relations Association on salaries from 2006-07 for districts whose student populations are 25,000 and above, as well as districts with student populations of 10,000 and above.

Mr. Burton moved, seconded by Mrs. Armstrong, that for candidates whose experience and educational background are commensurate with the stated qualifications, the Board is prepared to offer a salary of up to \$200,000, plus regionally-competitive fringe benefits. *Vote on the motion carried unanimously.*

Mrs. Armstrong expressed appreciation on behalf of the board for the time and efforts of the Superintendent Search Advisory Committee.

EXECUTIVE SESSION

Mr. Burton moved, seconded by Ms. Priest, to go into executive session for up to 10 minutes for hearing student appeals and up to 30 minutes for a personnel matter. Diane Atkins announced that all students and their parents were in agreement with staff’s recommendation and there was no need to hold an executive session for student appeals. *Mr. Burton moved, seconded by Mrs. Armstrong, to amend his original motion to include accepting staff’s recommendation for students with initials T.S., R.Y., D.T., D.G., L.S. and H.S.* *Vote on the motion as amended carried unanimously.* Following a brief recess, the board went into executive session at approximately 5:40 p.m. for a personnel matter and reconvened into open session at approximately 6:52 p.m.

Mr. Burton moved, seconded by Mr. Rachal, that Coach Michael Green be removed as the head football coach at Huntington High School. Mr. Burton stated that his motion is to remove Coach Green as the head football coach, but he will remain as a math teacher. Mr. Rachal stated he believes it is very important that the students and children are always the main focus and that the board cannot ignore what this might teach the children if the board does not make a statement that there are consequences for decisions. Mrs. Bell stated that we do teach children to do the right thing and she has respect for this young man because he stood before the board and

admitted his responsibility in this situation. She added he is one of Caddo's best math teachers and she knows he will continue to be an example for all students and particularly African-American young men. Ms. Phelps asked the superintendent if staff's recommendation was based on the LHSAA ruling? Staff responded that it is. *Vote on the motion carried unanimously.*

Adjournment. *Mr. Burton moved, seconded by Mrs. Hardy, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 6:56 p.m.*

Rodney Watson, Interim Secretary

Phillip R. Guin, President

September 4, 2007

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 6:56 p.m. (immediately following the CPSB Special Session) on Tuesday, September 4, 2007 with President Phillip Guin presiding and Willie Burton and Bonita Crawford present being a quorum. Other school board members present were Eursla Hardy, Charlotte Crawley, Lola May, Tammy Phelps, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Interim Secretary Rodney Watson, Legal Counsel Reginald Abrams, staff and other visitors. The prayer and pledge were omitted.

EXECUTIVE COMMITTEE – ESTABLISH AGENDA FOR THE SEPTEMBER 18, 2007 CPSB MEETING

Interim Superintendent Rodney Watson presented proposed items for the September 18, 2007 CPSB meeting agenda and the following discussion ensued.

Bids. Regarding the proposed bid to piggy back on the bid from LaFourche Parish to Follett Library Resources for the purchase of library books during the 2007-08 school year, Mr. Rachal asked Jeff Hudson to explain what the amount of the contract is. Jeff Hudson, purchasing agent, explained that these purchases are made from time to time throughout the year as schools get their budgets and they can spend a portion of that budget on library books. Mr. Rachal said it appears that LaFourche has an entire budget on library books and asked if there is anything that holds us to a certain amount? Mr. Hudson explained Caddo has purchased from this company for several years and the district has had a very good relationship with this company, and this offers us the benefit of getting better prices for another year. Mr. Rachal asked if the company would not extend the same prices to Caddo without having to piggy back on another district's bid? Mr. Hudson said whenever you spend over a certain amount of money each year, you must bid the order to comply with state public bid law, and this is over that amount, so it must be bid or piggy-backed on another order, and piggy-backing on LaFourche's order gives us the better price.

Bids (Construction). Ms. Phelps asked Steve White about the new wing construction and if we are implementing the push water fountains, automatic lighting, etc. to conserve energy? Mr. White responded that we have not gone to automatic lighting because research indicated that with very little movement as during a test, the lights will go out. Regarding restrooms, automatic hand wash was installed, but with other facilities, especially in the elementary grades, students were not standing in front of the electric eye long enough for the toilets to flush so the traditional flush valve was installed. Mr. White said the traditional hand flush was also installed in the high schools; however, the electric eye is being used in the hand wash basins.

Revisions to Special Education Policy and Procedures Manual. Mr. Watson explained that these revisions accommodate Federal language in response to a state audit in March. Ms. Priest inquired about the revisions being noted in red and that the copies in the mailout did not note revisions in red. Mr. Watson apologized and announced that a color-noted copy will be forwarded to the board members. Ms. Phelps inquired if these proposed revisions will begin to help address some of the issues in the Special Education Department? Mr. Watson responded it will begin to address some of those concerns to better deliver services to the students. Ms. Phelps indicated she is taking Mr. Watson's word and will hold him accountable. Mrs. Crawley asked if the State Department is meeting on Wednesday to look at the Federal guidelines and how the state will coordinate with the Federal, and asked if it is necessary to wait until we hear back from them before we make any adjustments? Mr. Watson said he is not familiar with a meeting on Wednesday, but when IDEA passed into IDEIA, it took almost a year to come out with guidance as to what the changes in the law meant. These revisions are in response to that, as well as in response to audits from last year.

Discipline Resource Manual. Mr. Watson explained these revisions will address audit issues relative to those students who are being suspended more than 10 days. Mrs. Crawley inquired if the Discipline Policy Review Committee reviewed the Discipline Resource Manual to make sure on the school level that any changes made will be interpreted and are understood by teachers and administrators. Mr. Watson stated that from a central office perspective, our special education team is to respond to the audits of suspensions and expulsions going over 10 days. Nadalie

Thomas explained each year revisions are made in response to the audits and as a result of letters received from the State Department and they must be made prior to the authorization of Bulletin 1706. Mrs. Thomas explained that itinerant staff serving each school have been inserviced on each level and are now charged to go to each school site and work with the administrators at that site to redeliver and make sure everything is understood. She said the Discipline Committee must take into account the revisions of IDEA, the policies and procedures approved by the school board, and staff is working on coordinating all the services.

Mrs. Crawley asked how can the board approve revisions to the manual without the Discipline Committee reviewing it? Mrs. Thomas stated that these revisions are in response to Federal guidelines, and must be done. Mr. Watson stated this is only one step in the process and is in response to a Federal requirement on discipline and the Discipline Committee looks at discipline across the district. He further explained that once this is approved, these will become a part of the Discipline Review Committee's discussion.

Mr. Abrams clarified that the Discipline Committee has not reviewed this, and Mrs. Crawley stated she does not believe the board should approve the revisions before the Discipline Committee has reviewed it. Mr. Abrams added this is not generally what the Discipline Committee reviews, but the Discipline Committee reviews the district's policies and the resource manual is a compilation of what is being done in Special Education. He said he doesn't believe the revisions on the agenda must be reviewed by the Discipline Policy Review Committee before the board acts on it, nor does it need to be presented to them first. Mrs. Thomas clarified that it has been reviewed by the Special Education Discipline Committee. Mr. Watson stated he understands what Mrs. Crawley is saying; however, the State and Federal require that the district make these changes before proceeding. Mrs. Crawley said she is not arguing about making the changes, but only the language in the changes and that the Discipline Committee should review the changes. Mr. Watson added it's Special Ed specific and this is a part of the specifics, and asked Mrs. Crawley if she had a specific concern? Mrs. Crawley asked that it not be put on consent as she has some additional questions. Mr. Abrams also added that in looking at the table of contents, this is way beyond the scope of what the district Discipline Policy Review Committee can figure out and it would require adding people to the committee to review the revisions.

Recovery of Medicaid Funds. Mr. Rachal asked staff if the money saved and received back from Medicaid can be used to pay a salary for services? Mr. Watson explained that most states on Medicaid only average about 35% of what they are capable of getting, with the state at best receiving approximately 85% and we don't have the manpower to recapture these funds. This company will come in and for 20% of the additional funds they bring in, we pay them from that amount. Mr. Rachal said his question is can the district use the funds to pay for a service that is not part of Title XIX? Mr. Watson stated we can pay them out of the funds via the contract. Mr. Rachal asked about how much money can we expect? Mr. Watson explained it could be anywhere from a few hundred thousand to a million dollars, depending on the contract. He said there is a window of opportunity to recover these funds and with this company we will be able to do this. Mr. Rachal asked if this information was solicited from bids? Mr. Watson said we did not, but we were contacted by different companies and staff researched them and this is staff's recommendation. He said staff also looked at the services we would be able to provide them, i.e. the kind of service, would they use our data management system, etc.

Mrs. Crawford stated she talked with a superintendent in Mississippi (Pat Cooper) and 20% was what their company used, and a part of their plan was to put a nurse in every school. She asked if this is part of the plan for Caddo? Mr. Watson indicated it would help us get the funds and once the funds are received, decisions will be made on how to best use them.

Staffing Requests. Ms. Phelps stated she received the information on the pilot but she did not see a job description; and asked if someone with truancy experience will be considered. Dr. Mary Nash-Robinson explained that the same job description used for the attendance facilitators in place will be used. Ms. Phelps said she will contact Mrs. Atkins about additional information.

Mr. Rachal stated that he has talked to several parents with students at the alternative schools and they have no control over what is happening with their student. He added they are using the scores made on the standardized test of which they have no way to follow up on them, or what the students are being taught, and he asked if this facilitator will help in this manner. He

expressed he doesn't believe it's fair that the standardized test scores for these students are being sent back to the school and figured in their home school's SPS. Mr. Watson said this brings up an important issue which he brought to the board when presenting the goals and objectives, and that is many of the high school principals are frustrated because they are receiving zeroes, and it appears the students in the alternative schools were not passing the tests because they were not even in school. The attendance facilitator will help make certain the students are in school to take the test. Data cleanup is another issue, and staff met today and looked at accountability rosters where every student in every school is checked for appropriate information; so we have the most accurate data possible. He said this will be done school by school and then the high schools will be invited to look at the data so we can hopefully get the data as clean as possible before the final scores are released. He said when the scores are released, the clean-up period is 30 days. Mr. Burton said concerning the zeroes in the alternative school, he has been deeply concerned especially with the fact that those schools in corrective action are not the result of the student not passing the examination, but because they were not even in school to take the exam, but were in an alternative school. He added it is his desire that staff look at the feasibility of possible legislative action and a resolution to revise the accountability steps so schools are not receiving zeroes for students who are not even in school to take the test. Mr. Watson echoed Mr. Burton's comments concerning this real issue and as he suggested a few weeks ago, the whole notion of students in alternative schools. He said he has been asked to serve on a state committee and has spoken with the state superintendent about the 8.5 issue and a better way to address these particular students. Mr. Watson explained that he and staff met and received input from principals to come up with an alternative setting within their home school to help get them back on track. Mr. Burton said he is concerned how this is negatively impacting the home schools, and especially the inner city schools, and labeling them academically unacceptable when they are not, and he believes it should be analyzed.

Mrs. Bell stated that she asked for this report at last meeting, how many students in each of the low performing schools assigned to alternative schools received zeroes, and she understands it will take some time to provide these numbers. She shared there are many different situations and she believes if the numbers are analyzed, the scores in some of these schools will go up. She said the teachers are teaching the students despite the many problems being faced each day.

Mr. Rachal asked to see the information the committee intends to submit to the state in hopes of statewide changes, and also to determine if changes need to be made to our local policies without waiting on the statewide approval. Mr. Watson explained the state will not allow failing 8th graders to move on to high school, but we will ask the state to reinstitute the 8.5 concept allowing remedial programs on the school campus and also allowing students to earn Carnegie Units. Until the state approves this, the district's hands are tied; but scenarios can be presented whereby 8th graders can stay on the school campus rather than an alternative program. He added we might also recommend fall testing for repeating 8th graders, since the mantra from the state is retention with remediation. He said we will also ask for the ability for students to take additional Carnegie Units above what is currently allowed. Mr. Watson said the state superintendent will meet with superintendents in Alexandria during September/October and he expects to hear possible solutions to this need and believes these two suggestions are good ones.

Ms. Priest stated that this is a major issue needing addressed; however, with this being a very serious problem, and she knows of principals with students in alternative schools who will go to the alternative and pick up their home school students and bring them back to their home school for testing to make certain they are tested. Ms. Priest asked that we share with principals anything that might be available to further assist them in addressing this problem.

Mrs. Armstrong asked Superintendent Watson about fall testing and if this is in addition to the summer testing in summer school? Mr. Watson indicated it is and that would be a repetition of the 8th grade LEAP in fall after the summer testing. Mr. Watson explained that this will not be an easy issue as a contract must be done and teachers trained on how to address these things. Mrs. Armstrong asked for confirmation if fall testing is closer to December? Mr. Watson responded it was.

Ms. Phelps asked for clarification on the groups of students being referred to by Mr. Watson? She said she understands Mr. Rachal's question about students in the alternative school who did not pass their test. Mr. Watson said the plan would be to prevent referring those students to alternative schools because now they either repeat the 8th grade or by the time they reach a

certain age, they are sent to the alternative school. Also, once a student reaches 16 in the 8th grade, they are referred to the Options Program.

Paperless Board Agenda System Timeline. Mr. Brown reported that he conducted a cost analysis on how much we spend a month for board mailouts. He also stated he talked with the City of Shreveport about their system, which is a good system, but there are some components missing that will need to be included in Caddo's system. Mr. Brown said he plans to have an Option A and B with components under each option for the board's consideration. Mr. Guin asked if this is an item that needs to be postponed again to next month? Mr. Brown indicated he is ready to bring the two options to the board.

Town of Blanchard and CPSB Cooperative Agreement – Blanchard Elementary Playground Equipment. Mr. Guin asked legal counsel if this item is ready to bring to the board or does it need to be postponed? Mr. Abrams explained the interagency agreement has been done, but we are still working with the Town of Blanchard, but it is possible the board will receive a copy for review prior to the meeting.

Bible in History and Literature Curriculum. Mr. Rachal stated this is not a religious course and he would not support a religious course being taught in school. He said the course he brings for the board's consideration is one being taught all over the state of Louisiana, and over the country. Mr. Rachal introduced Mike Johnson, senior attorney for the Alliance Defense Fund, a national legal organization who defends religious freedom and principles in the courts and courts' opinions across the country. Mr. Johnson stated that he retains a regional office for this organization in Shreveport and serves as the representative with the National Council on Bible Curriculum in Public Schools. He said contrary to public belief, The Bible has never been banned from public schools and is an appropriate course of study. Mr. Johnson shared the history of The Bible being offered as a subject for its literary and historical qualities and can be taught as long as it is presented objectively, as a secular program of education. In training teachers to teach the curriculum, he explained that in a public school setting, The Bible can be presented by not proselytized; you can educate, but not indoctrinate; you can teach, but not preach, and he wanted the board to know that these objectives can be very easily met and has been done across the country. Mr. Johnson explained that the National Council on Bible Curriculum in Public Schools utilizes material that has been used and is available for over 40 years, and to date, at least 425 have agreed to offer the course as an elective in approximately 39 states. Mr. Johnson stated he believes The Bible was the foundation and blueprint for our Declaration of Independence, Constitution and the entire education system and when you remove it, you do the students a real disservice, because The Bible is essential for understanding so many of the moral and spiritual values of our culture whatever our religious beliefs. Mr. Johnson shared with the board his experience in Caddo schools and the opportunities he had to study pieces from The Bible. He also stated that the American School Board Journal reported that 80% of the respondents to a poll favored teaching The Bible in public school, and the Louisiana Legislature in 2001 passed a concurrent resolution to encourage the study of The Bible in public schools as an elective for the purpose of promoting academic excellence in cultural literacy. Mr. Johnson shared a copy of a letter from the superintendent from West Monroe schools about their experience of offering a study of The Bible and their belief that Caddo could experience the same positive experience. A copy of the petition circulated with 200 plus students signatures was also shared with the members of the board.

Mrs. Crawford asked if the textbook committee has seen the textbook that would be used? Mr. Johnson responded not to his knowledge, and that he believes everyone has seen the textbook, as The Bible is the actual text, and students taking the class are encouraged to bring their own translation. Mrs. Crawford asked if the textbook committee has seen the textbook (workbook) and the teacher manual for context? Mr. Johnson said he is not certain. Mrs. Gunn said the committee has not seen it and asked if it is the August 2005 edition? Mr. Johnson stated he believes it is. Mr. Watson said Mr. Rachal provided a synopsis to staff and staff has reviewed it. Mrs. Crawford asked if it is possible for the board to get a copy of the workbook as she would like to know what the students will be reading. She also asked how will teachers be certified to teach this course and how will the teaching be monitored? Mr. Johnson responded that the National Council recommends the local school boards set their own criteria for who will teach the course with the only recommendation from the National Council being that the teacher is certified, and that it is taught with emphasis on history and literature. Mrs. Crawford asked if it could be used as a supplement in a World History class, and expressed her concern as to what a

teacher will teach this class and how will we monitor what is being taught. Mr. Johnson shared that to date it has never been a problem, because the curriculum is drafted so succinctly that if the teachers follow the teacher's guide, it doesn't allow for someone to come in and bring their denominational perspective or anti-religious perspective. He stated that he strongly encourages that the legal parameters be ironed out up front. Mrs. Crawford shared an example that it is more encompassing than this, and despite the fact that this is a smaller scale, she can still see problems with monitoring. She asked about any training courses offered with the curriculum and Mr. Johnson said training is offered free of charge by a "Teacher of the Year" in Texas. Mrs. Crawford again stated her concern on the board being asked to vote on a curriculum that the textbook committee has not yet reviewed.

Ms. Priest inquired about the 230 signatures from high school students in Caddo and how many schools were included in this survey? Mr. Johnson explained that the FCA clubs in the schools spearheaded the activities, and 103 signatures came from Booker T. Washington, 27 students from Byrd, 12-15 from Captain Shreve High School, as well as Huntington, Magnet High, North Caddo, Southwood, and Northwood. Ms. Priest asked if the board could get a copy of the petition signatures and is there an additional cost at the implementation of the system and what is the initial cost? Regarding cost, the National Council is non-profit, and because of this, school boards are permitted to reproduce as many copies as needed, and could possibly be the least expensive elective course offered, since students bring the actual text, The Bible. Ms. Priest also asked if the curriculum has been taken to the Monroe Public School System? Mr. Johnson said he is unsure if Monroe has this curriculum.

Mrs. Crawley asked about the possibility of getting a list of the school districts offering this as an elective, and Mr. Johnson stated he would work on this for her. Mrs. Crawley asked about the textbook committee and what is the procedure for getting a textbook adopted? Mr. Watson stated that if the board wishes, the staff can review the text and any supplemental materials and realign it with the English and/or Social Studies standards. Mrs. Gunn agreed and asked that it either be in the Social Studies area or the English area, as well as the training available for teachers interested in pursuing. Regarding No Child Left Behind, Mrs. Crawley asked if the certification is exempt under an elective such as this? Mr. Watson explained if it is offered as an elective even in English or Social Studies, the teacher would not be teaching this class all day, so they would be certified or highly qualified in either the English or Social Studies area.

Mr. Ramsey asked Mr. Johnson if any of the districts offering this have ever been sued? Mr. Johnson said after 13 years, one suit was filed, and announced that the National Organization completely defends any member school district from being sued. Mr. Ramsey stated he is an advocate of the staff bringing curriculum items to the board and supports something like this, but for him it is having the staff's stamp of approval. While he feels this is long overdue, he also feels it needs to be done properly. Mr. Ramsey asked the board attorney his thoughts on this issue. Mr. Abrams said that Mr. Johnson knows his thoughts on this issue, as well as Mr. Rachal, in that the curriculum has been challenged in 1998 which enjoined the teaching of at least this portion of the curriculum and he understands from Mr. Johnson that this is not the same curriculum; however, the letter states it was not challenged and this is not entirely accurate. Mr. Abrams said he requested over a year ago information on how the curriculum has been changed so he would be able to make a recommendation and he still has not received this information. He said the issue relative to them providing defense to the board is nothing more than a provision of defense to their curriculum. When questioned whether or not we could eliminate portions of the curriculum, he understands the board cannot deviate from the curriculum as it is presented. He added he sees this as a problem even though he understands why, but the actual defense is not an indemnification defense, but a defense to the body using their curriculum. If a teacher is not well trained and doesn't teach the curriculum exactly as trained, he believes the defense will be a limited defense; and if it is challenged, it would be defended by the school board's legal counsel. Mr. Abrams said one major concern he has is if there is a portion of the curriculum declared unconstitutional or we are not using appropriately, we could have to pay the other sides' defense costs. He further stated he believes we can teach The Bible in school, but he is only concerned about the ability to use their curriculum or one that is recommended by the NSBA that is more about teaching about The Bible rather than teaching The Bible. Mr. Abrams said there are certain sections he is concerned about because it appears one is teaching a Sunday School lesson and he is concerned that these policies should be revised in order to protect the School Board.

Mr. Ramsey indicated he heard Mr. Abrams say it has been over a year since he requested this information and to date has not received it and asked Mr. Johnson why this might be? Mr. Johnson stated that in his defense, he has a great respect for Mr. Abrams, and relative to the dates on the letter, because the letter of opinion is dated October 5, 1999 so this would have postdated the legal controversy in Lee County which he can provide the board with pleadings from that case stating it is not the National Council's curriculum in the lawsuit, thus the reason for his statement that there had not been a lawsuit until this year. Relative to defense costs, Mr. Johnson said that Caddo Parish will not be the test case for The Bible Curriculum as it has been in place for years in states where it is more controversial, and he gave Mr. Abrams the copy of an opinion from a Western District of Louisiana Court where the chief judge in our courts said that The Bible Curriculum is constitutional. He shared with the board districts in Louisiana that the National Council has represented and that this board only needs to ask itself if the risks outweigh the benefits and in their view academic excellence in cultural literacy is worth it. He said he doesn't believe Caddo has a great risk, but if Caddo did, the National Council would be there to represent the district. Mr. Ramsey closed his comments by saying we should review options and choose the option that we believe everyone feels good about bringing into the schools. He added he would like to see this done, but believes the board needs to be thorough in reviewing this and hopefully make it available in the 08-09 school year. Mr. Johnson apologized for Mr. Abrams not receiving all the information he requested.

Mr. Rachal addressed some of the comments made relative to the curriculum he is proposing, and that while submitting the curriculum to staff for review and staff bringing it to the board for consideration might have been the wiser direction, he doesn't feel choosing another curriculum is the answer, because this curriculum has been time tested both legally and across the board. He also stated he doesn't know if we can address every "what if", but he knows this curriculum has withstood these other tests; and regarding costs involved, he asked what does a quality education cost? He also noted that the attorney referenced "teaching" The Bible, and he doesn't believe we are teaching it, but we will be teaching The Bible influence on our culture. Mr. Rachal read from the information provided board members where the curriculum addresses including and excluding material from the curriculum being based on secular and not religious reasons, that the objectives of the program include equipping the student with a fundamental understanding of the important literary forms in The Bible as well as people and symbols often referred to in literature, art and music, and equipping the student with a fundamental understanding of important Biblical contributions to history, law, American community, life and culture, to give insight into the World views of America's founding fathers and The Biblical influence on their views, to provide a greater knowledge of Middle Eastern history, geography, religion and politics; and informing the student of the importance of religion in the World and American History without imposing the doctrine of any particular religious sect. Mr. Rachal asked for the board's support in this matter.

Mr. Burton stated that he saw the same information at the NSBA conference and he believes we need to look at more than one curriculum in order to be objective. He referenced a comment made relative to "Darwinism" and "creationism" and this is subjective and is one of the biggest arguments in teaching The Bible. Mr. Burton said a person who is teaching history should have a very good background in history and all the laws, so he believes it will take a lot of time to train someone on the history of The Bible and how it influenced literature. Mr. Burton asked Mr. Rachal about a proposed timeline on implementing this curriculum in the schools? Mr. Rachal stated he understands staff will need to review the curriculum and be involved in determining the teachers that will teach this course and providing the training for these teachers; however, he would like to see this implemented as soon as possible. Mr. Burton also asked if a survey of the teachers teaching English and Social Studies had been conducted on the curriculum? Mr. Rachal responded he is not aware of any survey being conducted. Mr. Burton suggested allowing staff the time to review the proposed curriculum and present their recommendation to the board.

Mrs. Hardy left the meeting at approximately 8:16 p.m.

Ms. Phelps stated she will not be at the next meeting, but shared with the board that she is not ready to vote on this at the next meeting and asked the board to not put it on consent and possibly not to rush for approval at the next meeting. Mr. Rachal said he has heard everyone's concerns and he will get with staff to provide them as much information as possible as well as contact information in order to address the board's questions and concerns.

Start of School for 2008-2009. Mrs. Crawley stated she plans to bring a motion at the board meeting that school not begin prior to the fourth Monday in August. She said this is similar to Texas' legislation, Florida, and one of the Carolinas; and she believes we should be pro-active in listening to our constituents as well as saving money. She also noted that New Orleans' schools did not begin until today, and she believes if BESE, who oversees testing, thinks New Orleans can begin after Labor Day, she believes starting one week prior to Labor Day should be o.k. for Caddo. Mrs. Crawley stated she believes by starting so early in August we are putting our teachers, bus drivers and students at risk with the extremely hot temperatures. She stated beginning the fourth Monday in August will be a positive that will be greatly appreciated by all affected, as well as in recruiting teachers. Mrs. Crawley stated the Calendar Committee, as requested, did recommend a later start date of one week later than last year; however, she had hoped it would have been August 20th, and noted other school districts that begin this late and still have two weeks at Christmas and end the school year by Memorial Day, and she believes Caddo can do this also. She added she believes letting staff know a start date (not before the fourth Monday in August) means staff will not have to guess what is meant by a "later" start date.

Mrs. Bell echoed Mrs. Crawley's comments and her agreement that we are putting the children's health at risk by beginning this early, as well as the teachers. She said she believes we can be creative and get more done if we start later when the temperatures are not so hot. She also suggested that we look at camps the week before or for testing kindergarten students which can be done in schools that are air conditioned. Mrs. Bell stated she supports starting school later and will do so until all the schools in Caddo Parish, including the gyms, are air conditioned.

Ms. Phelps stated she understands that the board will make the calendar next year and not a calendar committee. Mr. Guin said that he suggested and encouraged that the board would serve as its own calendar committee. Ms. Phelps indicated this was the discussion at the retreat and she will not be able to attend the next meeting and would like the opportunity to look at the dates the fourth Monday fall on. She asked Mr. Watson if it is correct that the state sets the testing dates? Mr. Watson responded that he has spoken with the state in the last couple of weeks about this important issue and the Federal and State governments require that these tests are scored and reported before the end of school so children may be notified for summer school and retesting. He pointed out that staff will do what the board instructs staff to do, but board members called him when the tests came out and many of the students missed passing by only a few points, and he believes a week makes a difference in instruction. Also, we do not control at the district level when the state test is offered. Ms. Phelps also asked if she is correct there should be a certain amount of instruction time before the test? Mr. Watson explained the state has a requirement that students have to attend school so many days, and this is converted to minutes, and we are seeing districts starting earlier and earlier so they can get as many instructional minutes in before the test. Ms. Phelps asked if there is a specified amount of summer remediation before the test is administered again? Mr. Watson said that is correct, it is 45-50 hours of instruction are required before summer school retesting. Ms. Phelps asked if the state determines the summer remediation testing dates? Mr. Watson responded that is correct and that is why they came up with the number of days. Ms. Phelps stated that is what she is concerned about and we look at the dates and minutes before we begin and asked if we have the testing dates for 08-09 school year. Mrs. Gunn responded that she doesn't have those dates in front of her, but she can provide them to the board. Ms. Phelps said she can't vote on a calendar that she has not seen and noted the time spent in the retreat discussing the calendar and that she doesn't understand why there are only two options for the board to look at. She asked if the calendar scheduling committee will be set to begin earlier this year? Mrs. Crawley explained she intended to do as the state legislatures have been doing – set the calendar when it will start and end and adjust the days in between. Ms. Phelps asked staff when work typically begins on the next school year's calendar? Mrs. Gunn stated in the fall. Ms. Phelps asked if the plan is to start before October? Mrs. Crawley said she is only talking about a start date, so when the committee puts together a proposed calendar, you know where to start from. Mrs. Crawley stated that last time she asked the committee to move the date back, and it did get moved back one week, and now, rather than try to guess what board members or others mean by starting later, she is recommending that we give them the fourth Monday in August as the starting date as a starting point. She added other states are doing this and she believes Louisiana will be doing the same eventually.

Mr. Watson explained that Texas has this date in law and they design their testing to correspond with that law. In Louisiana, every district sets their date. Mrs. Crawley stated that we need to

petition the state to change the start date also and that the superintendents of the school districts tell the state to stop dictating to the districts. She also said that many districts review when students return to school in the fall and then test the students. Mr. Watson explained the tests are normed for what the students should know by March, and the state renormed the test when testing dates were moved from April to March. Ms. Phelps said she only does not see the concept of giving a start date and then having to maneuver around it. She said she will not be in support of a motion that sets a date just because. She said she doesn't have a problem looking at all the options before making a discussion.

Mrs. Crawford stated she believes the discussion is about two different things and what Mrs. Crawley is talking about is if the board doesn't make the calendar, then we give them a start date; and Ms. Phelps is asking about the discussion in the retreat about the board being the calendar committee. Mrs. Crawford asked do we still need a start date if the board is going to serve as the calendar committee? Mrs. Crawley explained when the board votes on a calendar in February it is cold and so now when it is hot at the beginning of school, we realize we need to start later. She said she knew a calendar committee has always recommended the school calendar and there has always been two or three options for the board to consider. Mr. Guin said he has been on the board for nine years and he has never had a part in developing a school calendar, but the board said at the retreat it wanted to be a part of developing the calendar for 08-09. Mrs. Crawley explained her intent is that it is policy and not just for the coming school year, and if every school district would do the same, maybe the state would consider making some changes. Mr. Guin further explained that it all boils down to money, because a subjective part of the test requires viewers to read it; and it comes down to the amount of time needed to grade the tests and how much money the state is willing to spend to have that area of the test reviewed. Mrs. Crawley explained we have had calendars where there are more minutes prior to testing and they started late and those calendars didn't get accepted. She said we can make a calendar where there are more instructional minutes prior to testing by adjusting the number of minutes per day. Mr. Watson said the state has offered to pay the testing companies more money to grade the tests faster; however, there are only so many testing companies in the country, and the larger states control which tests are graded first, so it is a money issue as well as a time issue. He also asked the board to keep in mind that you can add 15 minutes to a day, but in the compartmentalized secondary classroom that has six or seven periods, that is only a couple of minutes more per period.

Mrs. Bell stated that every time we do something, it has to be the law, and maybe we need to join together and change the law. She said she believes if the superintendents and districts come together in this, we can make some changes happen. She added maybe we can look at some alternate dates, but she agrees with Mrs. Crawley and we don't want to start early. She also asked that board members understand what it means to be in a hot classroom and a hot school bus and suggested that all board members ride one of the hot buses from Jefferson Paige Road to Timmons the day before school starts to experience what the children experience or sit in a physical education class with the lights off because it is so hot.

Ms. Phelps stated realistically there are some determining factors as to when school starts and no one is really against starting later when it is cooler; but unfortunately, we have no control over the weather, and there are determining factors for setting these dates.

Ms. Priest left the meeting at approximately 8:40 p.m.

Definition of New Teacher. Mrs. Crawley said she was not clear when trying to give new teachers \$500 in August and asked staff how they determined which teachers received this \$500? Mr. Watson said there were two criteria: (1) brand new teachers in the district, and (2) requests from teachers who can request an advance, which this request is different, because the request comes out of the teacher's first pay check. Mrs. Crawley shared with the board phone calls she has received from a former substitute who is now certified to teach and did not receive a check, and also a teacher who taught, got out of education and is now teaching in Caddo again, and he did not receive a check. Mrs. Crawley said it was her understanding they would get the extra \$500 if they had not been in the district before. Mr. Watson explained that staff took new teacher to mean brand new teacher with no job or resources and at the new teacher inservice, there were those new teachers in the district who came from another district. Mrs. Crawley stated she would rather us err on being too inclusive than exclusive, and since we begin receiving funds in July, some districts pay their teachers in August. She doesn't believe it's fair for

someone who is not getting a pay check from a previous job to wait six weeks to receive a paycheck. She also stated she believes this will also help Caddo in its recruiting of new teachers.

Mrs. May stated her agreement with Mrs. Crawley's remarks and that she would like to have something in writing so board members will know how to answer questions of them on such matters. She said if someone attends the new teacher workshop and is a new teacher, and if a sub has received certification and is now a regular teacher, they need to get the money. She asked staff to be considerate of new teachers who need some money when they begin teaching.

Superintendent's Report. Ms. Phelps stated that she will get back with Mrs. Robinson regarding the letter from Human Resources to applicants not selected for an interview. Ms. Phelps also stated that relative to the item on summer school for 5th, 6th and 7th graders, she would like to see our district begin to collaborate with other districts to offer summer school for these grades or at least offer our students options for attending summer school, hopefully by next summer. Mr. Watson stated staff's agreement with her concerns and asked Mrs. Gunn if there is any information available in exploring the possibility of putting in place a summer school for a cost. Mrs. Gunn explained that there is a group working on possible options to present to the board for consideration. Ms. Phelps also thanked staff for the rationale on the calendar and regarding the grade level projects, she presented as an example the Renaissance Fair, a Colonial Days Fair, which is something she would like to see across the district in that grade/subject. Regarding the VH1 Program, Ms. Phelps stated she received the staff's response and asked that staff explore the possible implementation of this program in those schools provided by staff. Mrs. Gunn responded that staff did find out which schools are eligible and are working on implementing this program. Ms. Phelps also stated she will bring a motion regarding the hot school buses. Ms. Phelps thanked staff for the update on the dual enrollment program and asked Mr. Thomas how staff is handling situations where there is only one student who wishes to participate in a college course? Mr. Thomas responded that the student goes to the university rather than having the dual enrollment class on the school campus, more than likely at the end of the day.

Mrs. Bell stated she needs to know information on the committee addressing over-age students, she has heard some good things about the vocational program at Walnut Hill, she would like an update on the addition of the Multi-Cultural Center in the 6th grade World History curriculum, and invited any board members interested to visit the program at Hosston Alternative School. Mrs. Bell also thanked staff for copies of the school menus.

Mrs. Crawford announced that JJ., KK. and LL. can be removed. She also commented that the information provided on air conditioning some of the buses was very reasonable and asked staff if this is something that might need to be considered. Regarding the mentoring program, Mrs. Crawford asked the superintendent to follow up on this request.

Mrs. Crawley announced she received the information on homework as requested and asked if 60 minutes of homework means 60 minutes per class or 60 minutes a day. She noted many parents contacting her about the homework being one hour per class and the parent having to do a lot of the homework. Mrs. Crawley asked that staff make certain principals and teachers understand that 60 minutes means a night. Mrs. Crawley also asked staff to contact Calcasieu Parish and determine how they arrange their payroll in order for new teachers to receive an August paycheck.

Mr. Ramsey pointed out that in the Weekly Briefing on August 31 was information on the Accounting Standards change that is requiring an independent study of retiree health care costs and the anticipated hundreds of millions of dollars, if not greater, for these benefits. He said this is something the board will have to address in order to keep our current retirees and future retirees, as well as the district's health care plan, solvent. Mr. Ramsey stated he brings this to the board's attention so no one will be surprised when this comes out; and he plans on bringing a motion to reserve funds for this item as he believes it would be smart to be pro-active and begin earmarking dollars for these future costs. He asked board members to review this information carefully.

National School Boards Association Annual Meeting. Mr. Guin announced that board members interested in attending the NSBA annual meeting and conference in 2008 should notify Debbie in the superintendent's office as soon as possible as housing opens October 2nd.

Mrs. May announced she has observed approximately two or three persons in the audience beyond staff members, and she feels the board members should be more considerate of the staff for having to sit through such a long board meeting after working a full day. She encouraged board members to read the materials provided for the meeting and call staff to ask questions before the meeting. Mr. Burton stated his agreement with Mrs. May's comments and reminded the board that the items under Superintendent's Report are not to be discussed unless it becomes an agenda item and he encouraged the board to be considerate of this and call the staff before the meeting with questions. Mrs. May left the meeting at approximately 9:18 p.m.

Ms. Phelps requested that staff maybe revisit the policy relative to birth certificates in the student's file and she believes its administration when children become students in Caddo Parish and the birth certificate should follow them from one grade level to the next.

Mrs. Bell stated that when she makes comments, it is very important, and she does not talk just to be talking. She said she was elected by her constituents to address problems and she attends board meetings two days during the month and will be expressing what she needs to.

CONFIRM THE AGENDA AND CONSENT AGENDA

Mr. Guin recommended items 9-11, 14-17, and 23 as the consent agenda. *Mr. Burton moved, seconded by Mrs. Crawford, acceptance of the agenda and consent agenda for the September 18, 2007 CPSB meeting as presented. Vote on the motion carried unanimously.*

VISITORS

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on the revisions to the Special Education Policy and Procedures Manual and the Discipline Resource Manual, and the fact that we ask teachers to do their job and all teachers want to do is teach and coaches want to coach. She said the board is the one who sets the rules and regulations and asked that the board take a very conscious look at what they will be voting on. She said she worries about the language in the special education policies and procedures manual and she knows that in the last Legislative Session, there was a resolution asking the state department to promulgate the rules to comply with IDEA and to date that has not happened. She said she has a concern that the board will be passing something that says you comply with IDEA and that it has not happened. She also asked the board to be conscientious about the discipline section of the Discipline Manual and the rules the board is passing and urged them to make decisions that are the very best we can do and not just some bureaucratic stamp. Regarding testing and testing dates, Mrs. Lansdale also asked board member to look at the calendar and consider when Daylight Savings time changes – the second Sunday in March, and testing begins on that Monday.

Adjournment. *Mr. Burton moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 9:25 p.m.*

October 2, 2007

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at 4:30 p.m. on Tuesday, October 2, 2007 with President Phillip Guin presiding and Willie Burton and Bonita Crawford present being a quorum. Other school board members present were Eursla Hardy, Charlotte Crawley, Lola B. May, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Tammy Phelps was out of town. Also present were Interim Secretary Rodney Watson, Legal Counsel Reginald Abrams, staff and other visitors. Board Member Guin led in the prayer and the Pledge of Allegiance.

PRESENTATIONS

Promotion with Remediation for Overage Students. Interim Superintendent Rodney Watson shared with the board, as a result of a request from Board member Bell last month, an infrastructure the staff has been working on to address overage students in grades K through 12. He explained staff believes some internal changes can be made in the next few weeks that do not require policy changes. Mr. Watson also reported that on an opportunity to address the High School Redesign Commission last week on how many of the state's policies are making it difficult for districts to get the overage students caught up with their peers, and he explained to the Commission what the local districts are doing, and asked the state to assist in these efforts. One of the things recommended was a waiver policy on the 8th grade LEAP and three things the state department is working on to assist districts include (1) continuation of waivers to include going back to an "Approaching Basic/Basic" to "Approaching Basic/Approaching Basic" as well as look at the 3.0 grade point requirement for the waiver since a student can get TOPS with a 2.5 GPA, but a child is being asked to have a 3.0 GPA in the Approaching Basic which eliminates many of our students from the waiver process. Mr. Watson said the state department has asked him to sit on a five-member superintendents' committee this fall to recommend changes for implementation next school year. He explained the importance of assisting more children in being promoted with remediation. Mr. Watson also highlighted those things the state clarified to staff so we will be able to immediately put some things into effect, including (1) setting up programs for repeating 8th graders on the high school campus, (2) clarifying permission for repeating 8th graders to take Carnegie courses to include Core courses in areas passed on the LEAP, and (3) developing scenarios on high school campuses that will accelerate learning and provide students opportunities to work on either the middle school or high school campus. Mr. Watson clarified this does not promote the student to the next grade, but allows the SBLC to work on a remediation plan to promote these students and get them on the campus under a contract and develop a plan for them. In looking at the numbers, staff has determined that potentially 105 elementary students can be moved into a middle school scenario and up to 288 8th grade students can be moved to high school. Mr. Watson explained the components of this plan will be individual learning plans for all students that will be signed by the student and their parents and teachers will work with them to develop individual plans for success. He also explained progress monitoring which is where we assess regularly and keep them on track. Mr. Watson stated the Compass Learning Labs, 4 x 4 block scheduling, etc. will be used to accelerate the learning so when they do pass the test, they can be moved into the regular program. He said staff is also working with the state to administer the 8th grade LEAP in the fall for updating 8th graders, and noted this will not happen this year. Mr. Watson stated staff believes with the waivers and the local district changes, we will see a big change; and he highlighted some of the benefits including reducing the number of overage students, reducing the dropout rate, reducing the number of students in the pre-GED program, increasing student performance, increasing the number of students with standard diplomas, as well as increasing the self esteem of students as they move with their peers. Mr. Watson explained that Central Office's responsibility is to get the resources to the schools in support of their efforts to make this happen, and the next steps will be to continue to develop a K-12 plan and get it in place, continue to negotiate policies on the assessments and accountability, implement an overage plan and begin moving students to these campuses, and provide the board with regular updates.

Mrs. Bell expressed her appreciation to the superintendent and staff for this report. Mrs. Armstrong asked if all the students will have an IEP? Mr. Watson explained they will have an individual plan for remediation, similar to an IEP. He said some of these students are special education and their IEP reflects the changes. Mrs. Armstrong also inquired about moving students to Compass Labs and 4 x 4 situations and currently, Southwood is the only high school

with 4 x 4 and will we be moving toward having 4 x 4 programs in other schools? Mr. Watson responded that the 4 x 4 will be for the learning center, school within a school, to accelerate the students and do some alignment. He said staff is still working on the details of developing a plan where students are moved and can catch up in the fall and potentially be moved in place for the Spring. Mrs. Armstrong stressed her support of the 4 x 4 program because of its many potentials. Mr. Burton also expressed his appreciation and that the issue of overage students has been an area of major concern since 2002 and he admires the superintendent for going to the state to address them on the many concerns in these important issues. Ms. Priest also expressed her appreciation for the superintendent and staff's work in this area, which was discussed at the board's retreat. She also asked, while these students are on the campuses with their peers, that Item No. 3 of the long-range goals be looked at more closely, relative to expanding career activities. Mr. Ramsey congratulated the superintendent on the accomplishments in this area and asked if a behavior component will be added to the contract? Mr. Watson indicated discipline is a part of the contract to be signed by the student and the parents. Mrs. Crawford noted that Mr. Watson touched on every idea the board has discussed and thanked the superintendent for presenting a plan that addresses not only their educational needs, but also their psychological needs. Mrs. Hardy stated she too is extremely grateful to the superintendent and staff for bringing this plan to the board for its consideration. She added it has been the board's desire to see something done for children.

2008-2009 School Calendar. Superintendent Watson stated that, in response to President Guin's request, staff is bringing information to the board for consideration in its deliberations to establish a school calendar for 2008-09 school calendar. Mr. Watson explained that information will be brought to the board in a series and tonight he will present some academic research and rationale on how to establish a date for calendars. He further explained that in subsequent meetings, staff will bring logistical issues, i.e. transportation, fuel, child nutrition, state and federal mandates, MFP, athletics, etc., and will attempt to present only factual information for the board's consideration in their work to establish a school calendar. Mr. Watson addressed the academic situation and in meeting with Dr. Scott Norton, assistant superintendent over school performance, learned that most districts begin their school year in mid-August, and if Caddo chooses to start at the end of August, we must be prepared to make some adjustments. At the present time, the middle of August is when the majority of districts begin. He said testing dates were also discussed with the state department and Dr. Norton assured him that the state test is normed to the March testing date, meaning that if the district covers the comprehensive curricula, the material on the test should be covered if the school year begins around mid-August or before. He also said that there are a lot of at-risk students and instruction time must be considered for them. In discussions about lengthening the school day, he reminded the board that compartmentalization, teaching classes by section, lengthening the school day is not the consideration, but lengthening the classes is. Increasing the day by 15 minutes, which means approximately 2 minutes to each of the classes, does not support good instruction. Mr. Watson also stated that the state department reminded him that lengthening the day for elementary schools may not mean compartmentalization, but the children are tired at the end of the day. Superintendent Watson also noted some of the unintended consequences, i.e. shorter days in the fall and winter which means children getting off the buses in the dark. He also explained that he discussed with the state department the iLEAP that went into effect last year and while this use to be only 30% of the score; however, iLEAP carries the same weight in the SPS as does the LEAP; so even if the student does not get held back, it does count against the school's School Performance Score. Mr. Watson also noted that Caddo had fewer high performing schools, which will eventually affect high performance of schools. In providing this assistance to all our schools, it is necessary to have money to put mandates in place, and unfortunately the state is not providing any remediation money for grades 3, 5, 7 and 9. In talking to the state about this, he reminded them that some money is given for grades 4 and 8 remediation but it's not enough, and no money is provided in the off grades and how this is affecting districts. Mr. Watson also told the board that early intervention and remediation are needed and said that first time teaching in the regular school year is very important and we must have summer remediation even though the summer school remediation is not as effective as early intervention, thus a better job done in the regular school year is going to have better results than summer remediation. Superintendent Watson also shared some facts with the board relative to start dates, testing dates and the number of instructional days before the test, student attendance before and after testing, teacher attendance before and after testing, state requirements for summer remediation, etc. Mr. Watson re-emphasized that quality instruction is the most important factor and instruction time during the day has a greater impact than the summer remediation. He explained that Bulletin 741 does

say at least 177 days, and you can convert that to minutes, but the department staff indicates adding minutes to the day is not a solution to better instruction. Mr. Watson announced that logistical information will be brought to the board in future weeks for their consideration in the calendar deliberations.

Mr. Guin stated that rather than having questions at this time, he encouraged board members to get with staff regarding any questions. He added that presentations on the calendar will be on the work session agenda each month.

BoardDocs Paperless Agenda System. Joe Brown, director of Information Technology, shared with the board an overview on the template for use in building a paperless board agenda. He explained that this can be developed to reflect Caddo's existing board agenda and highlighted several examples of how the paperless agenda is used and how board members can access items. Mr. Brown explained the system contains an archive which will hold up to 10 years of information and board members can research the history of any item/topic/issue during that time. He added there is a secure section so confidential documents can be posted for board members only, access to board policies and the history of that policy relative to changes. Mr. Brown also explained how the *Weekly Briefing* mailouts on Friday can be posted to a space for board access. One of the features unique to this system is the product is a part of a consortium and all the other school districts using this product share information with the other member districts so board members can do a search for input on what other districts are doing. Mr. Brown stated this system is flexible, confidential, it can be customized to meet our needs, it facilitates faster development of board minutes as well as archives the minutes. He explained staff is recommending a contracted service, not the purchase of a product; and if the board so chooses, it can be purchased, but starting out, it would minimize the amount of time staff will have spend to maintain and support the product. The cost is \$1,000 a month which can be absorbed into the existing information technology budget so there is no immediate outlay of cash.

Mr. Burton stated this is the same instrument Willie Henderson attempted to implement and asked staff if it can be accessed at home? Mr. Brown said that board members can, and added that every board member's stations are hard wired so each board member's laptop can be connected. Since this is a service, and in the event the internet goes down, there is a backup mechanism in the room that will not affect internet access.

Mrs. Armstrong said she understands if board members are using the laptops in the board room, but will the board be able to access the internet at home if Caddo's main system is down? Mr. Brown said if the internet service at home is down, you won't have access to anything. Mrs. Armstrong said she is talking about the School Board's web site being down. She also asked if board members will be able to access at home if they have access to the internet. He said it is a web-based application.

EXECUTIVE COMMITTEE – ESTABLISH THE AGENDA FOR THE OCTOBER 16, 2007 CPSB MEETING

Mr. Watson highlighted the proposed agenda items for the October 16, 2007 Caddo Parish School Board meeting and the following discussion ensued.

Policy on Employee Participation in Unauthorized Studies Prohibited. Mr. Burton stated that he spoke with Ms. Phelps about this item and asked for clarification on prohibiting participation in studies, especially board approval and it going this far. Mr. Abrams stated that the policy is intended to deal with the employee performing their job, and if participation in a study, survey or investigation, isn't a part of their job, it would need to be authorized by the administration or board. He further explained that if it is something related to a board approved program in one of the schools, he feels this is something the board has already acted on. He further added the intent behind the policy is no one will be used as guinea pigs or do different types of studies that are unauthorized by the board or administration. He said if the board wishes to advise the principal to be included, that can be added; however, he believes this is more of knowing what is going on in the school system. Mr. Burton indicated he doesn't want this issue to go so far that we infringe on the constitutional rights of individual citizens and he believes we are getting close to this point. He said he understands we must have guidelines, but they have the opportunity to participate, based on the approval of the principal. Mr. Abrams further stated

the intent is not to infringe on anyone's free speech, but to have the person doing their job in accordance with established policy, and they should be doing their job.

Mrs. Crawley stated that even asking a principal for permission to do something could be a problem because the principal may not support it, and this will also shut down teachers working on Master's Degrees and students doing science fair projects. She said she knows the bus drivers with the thermometers is what precipitated this and asked about how it would have been handled if a student was doing a science project on this, would it have been allowed? Mrs. Crawley asked if, as an example, there is a shortage of textbooks at a school and the news media requested to contact teachers about this, would it be shut down? Mr. Abrams said it would not, and reminded the board that this is not his item, but the item of a board member; however, he noted that employees have limited freedom of speech and if an employee is being paid to do a job, that is what is expected of them and not another job, and he believes the employer sets the parameters, and if someone is performing things other than their job, then the school system should not be paying employees for doing things that are not their jobs. Mr. Guin stated the questions should be asked of the board member who placed the item on the agenda. Mr. Abrams stated that he drafted the proposed policy at the board member's request. Mrs. Crawley said she believes these surveys are related to education. Mr. Abrams stated that what the policy states is the employee would let the principal, or whomever the employee reports to, know what the employee is doing. Mr. Abrams also said relative to the thermometers on the bus, someone was doing an actual survey that may not have been in the best interest of the district as to how they collected the information, and he believes if anyone is going to do a survey that could ultimately pose any legal liability to the district, then the district should be aware of it. Mrs. Crawley said she understands if there is something that endangers other people, but it would have to be proven that it was and that an employee is not doing their job, and she doesn't know about children doing science fair survey or teachers working on their Master's. Mr. Abrams reminded the board that this policy has not been approved and can be amended any way the board wishes.

Mr. Rachal stated his disagreement with the wording in the proposed policy and that it is his belief that it is too broad and he cannot support this item as it is.

Ms. Priest stated she understands there must be some parameters and guidelines put into place as it relates to employees and surveys, etc., and cited petitions and surveys with students which could have implications as it relates to curriculum development.

Group Insurance Renewal. Mrs. Armstrong asked if the health insurance was shopped with any other companies besides Blue Cross? Randy Watson, insurance director, shared with the board the history and uniqueness of Caddo's health care system and reasons why we do not bid it out. He said in looking at how insurance can be funded, and Caddo has a modified funding arrangement where we negotiate a set fee and purchase the network where we can get the discounts on our insurance; and, if, at the end of the year, there is a loss, Blue Cross cannot charge us back for it and if there is a profit, it goes in a fund to offset any future premiums. Randy Watson further explained to the board how the insurance companies negotiate with the health care providers for the best discounts off our health care insurance and how no one can approach this, thus there is no point in bidding it out because no one can legitimately go in buy the health care service cheaper than Blue Cross. When Caddo went from self-funded to fully insured, Caddo continued paying claims out of the General Fund for nearly five years after we ended this. Mrs. Armstrong asked what was last year's loss? Mr. Watson said there was not a loss. She asked if this money now goes into a special fund? Mr. Watson explained the fund has been negotiated for years. Mrs. Armstrong said she is speaking about the fund set aside and there is no threshold. Mr. Watson said not meeting the threshold is in the new renewal and the fund goes up and down each month depending on the claims. At the highest point this year, this fund had approximately \$2 million, but in July, a record \$6 million in claims was paid in one month and it wiped out a large portion of the fund. He explained the rates are negotiated so tight that there isn't a lot of money left on the table, but when there is, it is there for us. Mrs. Armstrong asked about the balance in the set aside fund? Mr. Watson responded that as of July 1, it was \$1,048,096, which was before the large payout in claims in July. He said staff continues to track the numbers.

Mrs. Crawley asked Randy Watson about Option 1 being recommended and the fact that Option 2 had more votes, and asked about the drawbacks for Option 2. Mr. Watson explained there are two groups being considered when making these decision, (1) the overall membership and (2)

the users, those who use the plan. Mr. Watson highlighted each of the three options presented for the board's consideration and explained pros and cons of each as it relates to the overall membership and those that actually are considered the users. He also noted that all three options are good options, but based on the feedback from the various groups on Option 1, staff recommended Option 1. Mrs. Crawley asked if she understands correctly that Option 2 favors the full membership and users pay more and Option 1 favors the user. Mr. Watson said that is correct and Option 2 is better for the overall health of the plan, but will cause more noise because of the changes. Option 1 will create less noise at this point and the only reason Option 1 was recommended was because there was not a clear consensus and Option 1 will be the least disruptive.

K-3 Reading and Math Initiative Supplement Request. Ms. Priest requested that staff provide her with a list of the 27 elementary schools that will receive this assistance.

Revision to CPSB Policy GCO. Mr. Rachal read into the minutes the revision being proposed to this policy as follows... "Whenever the Superintendent makes personnel recommendations for promotions, each person recommended for promotion shall be voted on separately by the board unless a majority of the board votes to have the recommendations considered in another grouping(s) of recommendations as determined by the board." Mr. Rachal stated if anyone has a question about a promotion, there is the option to remove that recommendation. Mr. Abrams said the way the policy is written, it can only be done by a majority of the board. He explained if someone makes a motion to approve personnel recommendations, the motion would be on the table which can be passed; however, if a board member wants it separated, for that to happen, the person would have to have a majority vote to do so. He further explained that Ms. Phelps would like to make it where the general rule is to vote on the recommendations individually instead of a board member making a motion to pull a particular recommendation out of the grouping. Mr. Guin said he believes this is redundant because when the school board meets, and personnel transactions are on consent, it will force board members to take this item off consent. Mr. Abrams said if it's not at the regular board meeting, but at a special board meeting as tonight, and if someone does not agree on all the recommendations submitted, it will require the board member to have seven votes to separate them. Mr. Abrams explained it is really a matter of a point of order and the board can continue to handle it as it always has and if no one raises a particular issue, it can stay on consent. It only changes the procedure for a member who wishes to pull out a particular recommendation not having to have 7 votes in order to do so. Mr. Rachal said he is clear and as board members, the board hires and fires the superintendent who is responsible for making certain staff does their job accordingly. He said he believes the policy is in place for board members to be able to pull items off consent and vote on them separately. Mr. Abrams again stated that he only drafted the policy.

Mrs. Bell stated that she will have questions about this, because she doesn't agree. She stated she understands we hire the superintendent to make recommendations, but she needs to know what determines a lateral move. Dr. Mary Nash Robinson explained that in the last *Weekly Briefing* the board was advised of a lateral administrative move initiated by the principal and based on the needs of the students in the school and what that administrator was able to contribute in that position. She said this lateral move, as others, was approved based on the recommendation of the principal as well as consideration by the school director and the assistant superintendent of academic affairs. Mrs. Bell said she asks this question because if there it is a position and there is to be a lateral move, why would you post the position and interview. Dr. Robinson explained that the position the lateral is moved to is not posted, but the position the lateral moves from is posted, so there is an opportunity for those interested to apply. Mrs. Bell said she is concerned about promotion policy and she will have questions over the next two weeks. She said she understands it's the board that hires and fires the superintendent and she is counting on that person 100% that the right person will be hired; however, if she has a problem, she will call the superintendent and address her concerns. Mrs. Bell asked for clarification on the recommendation to separate the item. Mr. Burton explained this can be done by making a motion to separate the item, or at the regular meeting a board member can ask that it not be on consent.

Proposal to Pay New Teachers Within a Month of Their Employment. Mrs. Crawley referenced a document at board members' stations relative to this item and what Caddo can do. Mrs. Crawley said the proposal is not written and when talking to Mr. Lee, he said if school started later it would take care of the issue, but that is not necessarily true because the calendar is

a year-by-year decision. She asked Mr. Watson and Mr. Lee to come up with how we can pay employees within a month of working, and if anyone is new to the system, they will come in and will be paid within four weeks of working. This is not paying before the work is done and cited an employee who began the last week in August and he was told he would not get paid until October. She said Mr. Lee has looked at what Calcasieu Parish does and told her it would take board action to pay in August. Mr. Watson stated that administration is hearing two discussions and for clarification, one is a question of policy when you pay new teachers, and one is our ability to pay according to our system. He said staff is addressing both and Mr. Rachal also asked that we look at the payroll system and this information will be sent to the board in the *Weekly Briefing*. Mr. Watson added we have had a very active internal committee to look at the district's outdated, archaic system that has grown like many large districts and is no longer capable of flexibility and it is something that is needed. Staff will be bringing updates to the board on this process. Mrs. Crawley said paying the new teachers are those who came in and would get a \$500 check the first week of school, and this will also keep teachers from going five to six weeks without getting paid, and added none of her proposals have been that teachers would get paid prior to working. Mr. Guin asked if there is a proposal to consider this item? Mrs. Crawley referenced the information in the memo and she is asking staff to pull this together for her, because staff is who will have to do it. Mr. Watson stated that is why he asked for clarification. Mr. Burton called for a point of order and that board members can request staff to do this, but staff does not have to do it, but that the board can request staff as a committee of the whole to do a project. Mr. Guin explained that as the item is written on the agenda, the agenda item is out of order, because it's a proposal, and she is asking the board to vote to do something and he wants to know what that something is. Mrs. Crawley said Mr. Lee would need to be asked that question. Mr. Guin said it's not Mr. Lee's agenda item. Mrs. Crawley said she is not familiar with what Mr. Lee can do, but what he says he can do is on the memorandum at board members' stations. Mr. Guin asked if she is asking the board to approve a similar situation that Calcasieu has in place. She said that is correct. Mr. Guin explained then as the board member, Mrs. Crawley needs to submit this to Debbie to include in the mailout for the board's consideration.

Ms. Priest asked for a definition or clarification on how we define a new teacher, i.e. person fresh out of school and never having a job before, person transferring into this district, person working in another capacity and now entering the teaching profession, etc.? Mrs. Crawley explained it's one new to the system and this is how Calcasieu did it, and when your name is entered into the system, you are given a code, and no teacher will teach more than one month without getting paid.

Mrs. Bell said in her schools she has lost two new teachers because of no money and having to wait so long before getting paid, and that is why she is asking for information on what we offer new teachers when recruiting to the district.

Mrs. Hardy said she taught school for 30 years and when she came to Caddo, she had to work before she received her first paycheck. She said employees must first work and earn the money before getting paid. Mrs. Hardy said she is the board member for Caddo Parish School Board District 2 and she is not concerned about Calcasieu or any other parish and her main concern is the children in Caddo Parish. Mrs. Crawley called for a point of order and that she is talking about after teachers have worked one month, they will get a paycheck. Mr. Guin reminded the board that we are not here to debate, but only to ask questions.

Superintendent's Report. Mrs. May expressed appreciation to the staff for providing her with information she requested and asked that Items T., U., W., and X. be removed. Mrs. Bell asked that Items B. and N. be removed from Superintendent's Report. Ms. Priest requested that Items G., EE. and FF. be removed from the agenda, and Mrs. Crawley asked that Item Y. be removed.

Announcements and Requests. Mrs. Crawley asked that staff check into complaints she has received about teachers being rewarded for not making student referrals for student behavior. She added that this is not good motivation techniques and since it's from two different schools, she doesn't believe the principals thought this up on their own.

Mrs. Crawley requested an honest review of the phone system, as she received a call from a teacher that a parent called her two weeks ago and her phone did not record it, and she asked that staff look into this.

Regarding the exit interview, Mrs. Crawley said she knows Dr. Robinson is looking at this, but she wants to see the results. Dr. Robinson announced that this information was provided in last week's *Weekly Briefing*.

Mr. Guin asked that staff provide by the November work session a complete and thorough report, broken down by school and then sport, outlining all clinics, camps and tournaments conducted at our school campuses, including (a) coaches name conducting said event, (b) cost per student athlete, (c) break-down on where these monies go, and (d) if allocated to the Booster Clubs, are proper banking and accounting practices followed according to policy. Mr. Guin stated that he believes we are teetering on an ethics level of some coaches using clinics as their summer jobs, using our facilities and believes this becomes an ethics problem when that coach determines their starters based on whether or not a student did or did not attend their clinic.

Mr. Guin asked that staff check into the decision as to why additional staffing was not supplied to North Caddo High School for additional alternative programs.

CONFIRM THE AGENDA AND CONSENT AGENDA

Mr. Guin recommended items 9-17, and 21 as the consent agenda. *Mr. Burton moved, seconded by Mrs. Crawford, acceptance of the agenda and consent agenda for the October 16, 2007 CPSB meeting as presented. Vote on the motion carried unanimously.*

Adjournment. *Mr. Burton moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 6:37 p.m.*

October 16, 2007

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, October 16, 2007 with President Phillip Guin presiding and the following school board members present being a quorum: Eursla Hardy, Willie Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Mr. Guin announced that Bonita Crawford is absent due to illness. Also present were Interim Superintendent Rodney Watson and Legal Counsel Reginald Abrams. Mr. Rachal led the prayer and the Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE SEPTEMBER 18, 2007, OCTOBER 2, 2007 AND OCTOBER 8, 2007 CPSB MEETINGS

Mr. Burton moved, seconded by Mrs. Crawley, to approve the minutes of the September 18, 2007, October 2, 2007, and October 8, 2007 CPSB meetings as submitted in the mailout. Vote on the motion carried unanimously.

ESTABLISHING THE AGENDA AND PROPOSED CONSENT AGENDA

Mr. Guin announced Items 9 (B-E), 10-17, and 20-21 as the consent agenda. Mr. Guin announced that Item 19 "Revisions to CPSB Policy GCO (Professional Staff Promotions – Board Appointed Positions)" is postponed.

SPECIAL RECOGNITIONS/PRESENTATIONS

On behalf of the CPSB and staff, Burnadine Moss Anderson, executive assistant to the superintendent/communications, made the following special recognitions. The president and superintendent greeted and presented each honoree with a certificate/award for their outstanding accomplishments. Parents, school administrators, staff and other guests also were recognized.

Caddo Parish School Calendar Design Winner. Brittney Barrett, a senior at C. E. Byrd High School and student in the Commercial Art Program at the Caddo Career and Technology Center, was recognized for designing the cover of the Caddo Parish 07-08 Planning Calendar. Mrs. Anderson also announced that Miss Barrett today won first place gold medals in three categories at the SKILLS USA Fall Leadership Conference for the state pin design, state T-shirt design and state banner design.

Support Employees of the Year. The following Caddo Parish support employees were recognized as outstanding support employees of the year in their respective divisions: (1) Kathy Bowman, Arthur Circle Elementary, outstanding elementary support employee; (2) Sandra Ratliff, Bethune Laurel Street School, outstanding middle school support employee; (3) Susan Huen, Caddo Career and Technology Center, outstanding high school support employee; (4) Louise Kemper, Academic Affairs Division (Career Alternative Vocational Programs); (5) Dranette Laird, Human Resources Division (Special Services/504); (6) Cynthia Tisby, Support Services Division (Transportation); and (7) Mary Ann Trammel, Superintendent's Division (Communications).

Promotion of Cadet Corps Commander. First Sergeant Johnny Maddox, assistant supervisor of Caddo's JROTC Program, explained to the board and audience that the top cadet at each school appeared before a promotion board and was given a number of questions covering material from each level of JROTC, each presented a five-minute impromptu speech as well as a written essay. He presented Cadet Colonel Meghan Mussehl, of C. E. Byrd High School, the top cadet in Caddo Parish for the 07-08 school year. Her father, Sr. Master SGT Mussehl, assisted in the promotion. Superintendent Watson also presented Cadet Colonel Mussehl with a plaque commemorating her promotion as the Cadet Corps Commander for Caddo Parish.

VISITORS

Irma D. Rogers, president of the Martin Luther King Community Development Corporation, addressed the board regarding concerns relative to the new principal for Green Oaks High School and the lack of community input in the selection of the new principal. She asked the board to consider getting input from the community prior to naming a new principal at Green Oaks.

Damon Humphrey, President and CEO of the non-profit organization Image Changes, addressed the board on his desire to have community input or a forum in the selection of the next principal at Green Oaks and asked the board to take this into consideration. He said they want someone who will come in and make an impact on the school and area.

Sharon Jones addressed the board on behalf of those in the MLK Neighborhood Association and asked the board to consider the following when seeking the next principal for Green Oaks High School: that the person (1) has a heart for the people and the community, (2) has not been in an academically unacceptable school or failed at working for students from multiple zones, (3) shows the ability to lead students from a diverse population, (4) works with the parents and the community to make a difference, and (5) maintains the momentum that has been established at Green Oaks. She stressed their disappointment that the board has not informed those in the MLK community of the candidates and their qualifications. She said the community wishes to be presented with a sound plan of action as to how this person will bring Green Oaks out of its unacceptable status and the Caddo Parish School Board plan of action to support a common goal. Ms. Jones urged the board to repost this position and to defer the decision until a later time, allowing the board to coordinate a formal presentation to the MLK community concerning the number of candidates, their qualifications and their plans of action for Green Oaks High School. Ms. Jones also stated opposition to Item No. 18 (Policy on Employee Participation in Unauthorized Studies Prohibited).

Woody Wilson, Caddo Parish Administrator, and Carl Pierson, Caddo Parish Commissioner, addressed the board on an inter-governmental committee in place to effectively plan the parish's future. He said the City Council and Parish Commission met on October 5th to look at ways to manage our resources. They extended an invitation to the Caddo Parish School Board members to attend the next meeting on December 7th, at 11:30 a.m. at the Independence Stadium Skybox, to discuss how we can position ourselves to take advantage of opportunities such as the proposed Cyber Command Center as the numbers of jobs this could potentially bring to Bossier will also affect Shreveport and Caddo Parish, future development of I-49 to Arkansas, and other major issues and opportunities the city and parish will be faced with as this growth occurs. He also stated it is very important that all government entities are united and speak with one unified voice. Mr. Wilson also explained that on recent visits to Washington, D.C. congressional members reminded them of the importance of thinking regions and not individuals, because what is good for Bossier is good for Caddo. He encouraged the board to attend and provide input in this effort. Carl Pierson also shared with the board that the commission has on its Thursday agenda a resolution to form an inter-government committee that will take on issues common to the commission, the city council and the school board. He stated that representation from the school board is needed and encouraged board members to come. Mr. Pierson stated he will be in touch with President Guin about further details in this effort.

Dennis Everett, Sr., addressed the board on the process of the committee recommending personnel appointments to the superintendent and the superintendent recommending to the board; however, he believes there has been a lack of collaboration which brings cooperation. He shared with the board that his church provides school supplies and school clothing throughout the year in the schools, and he wishes this partnership to continue. Since there was not collaboration in the selection of a new principal for Green Oaks, he is present to confront the board about the process and that he doesn't feel it's right for the community. He stated the MLK area homeowners have a stake in this decision and encouraged the board to table action on this appointment and allow time for collaboration between the board and the community.

Cleve Arkansas, Sr., employee at Green Oaks Performing Arts Magnet High School, asked the board to look into the problems of construction on the campus at this time, and how the noise and the fumes are distracting from teaching. He also stated his opposition to agenda item number 18 and the board saying employees cannot participate in surveys.

Theresa Arkansas encouraged the board to vote no on the proposed policy that will prohibit employees from participating in surveys. She also stated she believes Green Oaks should have a principal that the community would select.

Venetta Williams, parent, stated she believes the Caddo Parish School System has not proven to her that her children will be safe in the school system. She asked that the superintendent and

staff meet with them regarding the incident at Huntington High School on October 2nd. Marlon Williams, parent, reiterated the comments made by Venetta Williams and his desire to meet with the superintendent and staff regarding the decisions made relative to the incident at Huntington High School. Mr. Williams stated he doesn't believe as parents they were given the opportunity to be involved nor were they informed of the decision announced in the media on Monday.

Richard Washington, Federal Railroad Administration, addressed the board on the Operation LifeSaver Program, a non-profit organization to target ending railroad collisions, deaths and injuries where roadways crossed railroad tracks and right-of-ways. Mr. Washington stated that volunteers do presentations to all professional organizations, i.e. drivers, mature drivers, bus drivers, student drivers, law enforcement officers, etc. He said the information and training are free and age appropriate, and they are interested in making presentations in the schools.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on the number of times and ways that the excessive temperatures and its effects on students and employees, have been brought to the board's attention. She stated this information was brought to the public and to the school board to raise the level of consciousness of everyone so no one forgets as they get in their air condition vehicles, how oppressive the heat is on a non-air-condition bus, and not to blame anyone or point fingers, but only to seek relief for students and employees. Mrs. Lansdale noted this is the catalyst of the policy before the board tonight and they are not proud that the Federation's members seeking relief are not heard. She said it also is not understandable when some take concerted and deliberate steps to hurt these employees, as demonstrated in the proposed policy. She added that the taxpayers' dollars being used to hurt them could be used for quality teachers, textbooks and air conditioning school buses. Mrs. Lansdale reminded the board of the times they have sought the Federation's endorsement and the board never had to answer questions about limiting or protecting the rights of the employees' free speech until now.

CONFIRM THE CONSENT AGENDA

Mr. Burton moved, seconded by Mrs. Hardy, to confirm the consent agenda. Vote on the motion carried unanimously. The following is a summary of the board's action on items categorized as the consent agenda:

Item 9. B., C., and E.

Requests for Leaves. The following requests for leaves were approved as recommended by staff and included in the mailout.

Classified Personnel

Leave Without Pay, September 28, 2007 – August 28, 2008

Zacchaues Williams, Teacher's Aide, J.S. Clark Middle School, 2 years

Other (Hiring, Assignment Changes, Separations & Resignations). The board moved to approve the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of August 27, 2007 – September 25, 2007 as well as the superintendent's recommendation for an employee termination as included in the mailout.

Renewal of Administrative Contracts. The board approved the renewal of administrative contracts for Mary Nash Robinson, Nadalie Thomas, Elnora Salone, Kathy Barberousse, Keith Burton, Oscar Killian III, Mia Brooks-Cooper, Margaret Joe, Brenda McDonald, and LeAnn Skinner as recommended by staff and included in the mailout.

Item No. 10. A. and B.

Bids. The board approved the following bids as recommended by staff and included in the mailout on the bid tabulation sheets: (1) Canned and Frozen Food and Supplies – Conco Food, Farmers, Long's Preferred, Louisiana Foodservice and VCC Janitorial; (2) Fish, Poultry, Eggs, Meat and Specialty – Conco Food, Farmers and Louisiana Foodservice; and (3) Food Service Paper and Supplies – Carefree Janitorial totaling \$20,372.50, Conco Food totaling \$58,753.80; Long's Preferred totaling \$41,413.40; Louisiana Foodservice totaling \$1,193.50 and VCC Janitorial totaling \$30,632.50.

RFP for Legal Services. – The board approved the RFP for staff to begin the RFP process for legal services as submitted in the mailout.

Item No. 11

Group Insurance Renewal. The board approved Option 1 for Group Insurance Renewals as recommended by staff and included in the mailout.

Item No. 12

Interagency Agreement. The board approved the Interagency Agreement with Head Start as recommended by staff and included in the mailout.

Item No. 13

Mental Health Agency Contracts. The board approved the contracts with Mental Health Agencies, which provide mental health rehabilitation services to eligible students, as recommended by staff and included in the mailout.

Item No. 14

Professional Development Days. The board approved a professional development day above the parish-approved days for the 2007-2008 school year for Mooretown Professional Development School as submitted in the mailout.

Item No. 15

K-3 Reading and Math Initiative Supplement Request. The board approved staff's request for \$223,777.25 for the K-3 Reading and Math Initiative as submitted in the mailout.

Item No. 16

Elementary Coordinators' Week Proclamation. The board approved the proposed proclamation proclaiming the last week of January each year as Elementary Coordinators' Week as submitted in the mailout.

Item No. 17

Character Development Week Proclamation. The board approved the proposed proclamation for Character Development Week as submitted by staff in the mailout.

Item No. 20

Pay New Teachers within a Month of Their Employment. The board approved that the payroll system be manipulated so as to allow all teachers new to Caddo to receive a paycheck for days worked within 4 weeks of their start date.

Item No. 21

Paperless Board Agenda System. The board approved a one year contracted services agreement at a cost of \$13,070 with Emerald Data Solutions of Park City, Utah, for the purpose of hosting and supporting a paperless board agenda system utilizing BoardDocs, a paperless governance solutions software system.

PERSONNEL RECOMMENDATIONS

Mrs. Hardy moved, seconded by Mrs. Bell, to accept staff's recommendation for principal of Green Oaks. Mrs. Hardy stated that her first priority has always been the children and she feels sure that the person the Human Resource Department staff interviewed and selected from all the applicants will do an excellent job if he has the cooperation and help of the people at Green

Oaks. Mrs. Bell said she supports the recommendation and believes in people having a second chance.

Ms. Phelps stated she respects the process for selecting recommendations, but she has concerns. She reminded the board that as we ask for community support and involvement, and we have a committee to share the community's desires in the selection of the superintendent, we are not saying the community elects, selects or appoints a superintendent. She said if it is good enough for the community to be involved in the superintendent selection, she believes we owe the same right to the community when it comes to the schools.

Mrs. Crawley moved, seconded by Mrs. May, to postpone this appointment and leave the recommendation open until we can have a good public relations meeting in that area and get input from the community as requested from the visitors. Mrs. Crawley stated she has received different information; and while she respects the committee and their choice, sometimes process and public relations will sometimes make things much, much smoother. She said we are in a hurry to get a good principal there, and this is not a motion regarding any individual, but she only wants the community to have input. Mrs. May also said she has heard the comments from the community and feels it's important for the community to meet with staff before moving forward.

Mrs. Hardy said she has been on the board for nine years, and was an employee of the Caddo Parish School System for 30 years, and she has never known a community to appoint a principal. She stated her understanding of the guidelines, and she supports them. Mrs. Hardy said the position is offered and anyone who wants the position applies for it. She said we have staff with the expertise that she doesn't have to go through the resumes and the interviews, to select someone to present to the superintendent, who then brings a recommendation to the board, and it is up to the board to vote for or against it. She said she has never experienced what is happening now and stated her support of the staff and the superintendent.

Mr. Rachal said it's the board's job to hire a superintendent to handle the administration and to put people in place to run the school system in the best interests of the children. He said we also are faced with begging for community involvement, and he would like to see this type involvement when the new principal is appointed. Mr. Rachal said he doesn't understand why the recommendation is being shot down before given an opportunity, and we have a staff with a tremendous number of years' experience in hiring the right people. Mr. Rachal asked the superintendent if it is out of the question to hold a community meeting at the high school after the selection of a new principal? Mr. Watson responded it could be arranged. Mr. Rachal said he doesn't see the need to postpone as we hire people to do a job and he believes staff has done that.

Mrs. Armstrong asked if questionnaires were sent to the faculty and those interested in the process? Dr. Robinson responded surveys are always conducted with faculty, staff, and representatives of the PTSA prior to candidates for a principalship being interviewed. She reported that Roy Thomas, high school director, conducted that survey with the Green Oaks faculty, staff and PTSA rep. Mrs. Armstrong asked if all parties were actively involved? Mr. Thomas stated that a meeting was held with the faculty and staff and staff did announce ahead of time when the meeting would take place, and extra surveys were also left at the school for any persons, booster club, or community organization that might want to pick one up. He added staff also directs the school to duplicate as many copies as needed to make sure these persons/groups receive the surveys. He also stated that staff and faculty were the only ones present at the meeting. Mrs. Armstrong asked if the surveys were turned in? Mr. Thomas responded they were and were given to Human Resources.

Vote on the substitute motion to postpone failed with Board members Guin, Hardy, Burton, Priest, Rachal, Ramsey and Bell opposed and Board members Crawley, May, Phelps and Armstrong supporting the motion.

Ms. Phelps asked for clarification on the process and if we involve the parents in the surveys. Also, when surveys are left at the school, how are people, organizations, et.al. informed that the surveys are at the school? Mr. Thomas explained the school was directed to contact booster clubs, PTSA, etc. and let them know the surveys were at the school, and also that they could reproduce as many copies as needed. Ms. Phelps asked if the school takes that on as well as gives it to the parents? Mr. Thomas answered that is correct.

Vote on the main motion to accept staff's recommendation carried with Board members Crawley, May, Phelps and Armstrong opposed and Board members Guin, Hardy, Burton, Priest, Rachal, Ramsey and Bell supporting the motion.

Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following personnel appointment as recommended by the superintendent and approved by the board: Kenneth Coutee, principal, Green Oaks High School. This appointment will receive the appropriate salary as reflected by the Caddo Parish School Board Salary Schedule applicable to the position to which he is appointed.

Recess. President Guin called for a recess at approximately 5:40 p.m. and the board reconvened the meeting at approximately 5:55 p.m.

POLICY ON EMPLOYEE PARTICIPATION IN UNAUTHORIZED STUDIES PROHIBITED

Ms. Phelps moved, seconded by Mrs. Bell, to approve the proposed employee job performance policy on employee participation in unauthorized studies prohibited at board members' stations.

Ms. Phelps stated it is the policy of the Caddo Parish School Board that employees perform their jobs in accordance with their job description and in accordance with supervisor(s) directives. Accordingly, no employee while on duty or on Caddo Parish School Board property shall conduct or participate in any unauthorized studies, surveys, or investigations. She said there has been a lot of talk about this item in her absence and she thanked Channel 3 for the courtesy of not running a story when they had not spoken with her, when Channel 12 and The Times did a story and asked that in the future stories be written on what she says and not on what one thinks she means. She explained she has a career and is not sitting around waiting on the media to call her about a school board issue; and, she also asked if the media is not able to reach her, to say only that in the story, as she may not have received the messages or phone calls. She asked for professional courtesy in the future and that she was unable to be at the meeting, which she did state to the executive committee members that she was out of town and asked that this item wait until the next board meeting. She said there has been much taken out of context regarding this matter, and a lot of accusations and intentional misleadings. She referenced the visitor who asked for authorization for participation from the Caddo Public School System and that is all this policy states. She said it was never intended to take away anyone's First Amendment Rights and she was appalled that the community partners such as the media would state such accusations. Ms. Phelps added that no one has said teachers cannot participate in a study with their graduate courses, but assumes the principal would know when the teachers might be participating in such. She said no one said bus drivers could not participate in this particular study, but was appalled to learn about this in the newspaper, and neither the transportation director nor the superintendent had any knowledge of it. Ms. Phelps referenced the discussion in the work session minutes and Mrs. Crawley's comments that the bus incident (thermometers) is what precipitated this matter, as actually there were a number of things that transpired prior to the bus incident, because the same organization authorized unauthorized use of her employee email months ago which should not have happened. Ms. Phelps asked the board to consider supporting the motion and asked Mr. Watson if this goes beyond authority and if there is any liability in things taking place that no one is aware of? Mr. Watson responded he discussed this with his staff and the ramifications and limitations of such a policy and it is not the intention of the agency to limit the scope of teachers participating in research, or students doing research, and it is not what the administrative staff would do. He added from a business standpoint, if outside groups or employees participate in research, they do receive authorization for liability reasons, as well as privacy issues when it comes to employee and student data. Ms. Phelps also stated this has nothing to do with infringement of First Amendment Rights and is not an attack on the organization that conducted the study, but is a measure to determine what we can do to address the heat and possibly start school later. Ms. Phelps reminded everyone that no human being has control of the weather and she believes the state basically determines when we will start school based on the number of hours allowed for instruction prior to state testing. Mr. Watson explained the state does not tell districts when to start school, but they do set the calendar for state assessments and the number of days districts must conduct school and the districts set their calendars around these dates and attempt to have as many instructional minutes prior to testing, which the state encourages districts to do. Ms. Phelps explained it is her job to explain her agenda item as best as she can to

the community and the public, and relative to this particular item, she appreciates Mrs. Tyler's motion regarding air condition buses and the plan to purchase new ones each year to replace the non air-condition buses. Mr. Watson reported 15 new air condition buses were purchased this year bringing the district total to 152 air condition buses out of 487. Ms. Phelps stated she believes this is an indication the board does care about the students and the hot weather and is attempting to address the heat at the start of school by replacing non air-condition buses with air condition ones. Lastly, Ms. Phelps also explained that any organization, or person, who is wishing to participate in a survey, study or investigation that involves Caddo Parish Public School employees during their work time at Caddo Parish Schools, is only being asked to get authorization to do so.

Mrs. Bell stated she did not know someone could have an agenda item without being in attendance to present and explain that agenda item. Mr. Guin explained when a board member places an item on the agenda, it is then a matter of public record and can be discussed at the work session. Mrs. Bell said she feels there was misunderstanding because everyone knew Ms. Phelps placed the item on the agenda, but no one knew the intent. She said she even asked at the work session why the item was being discussed when the board member was not present. She said she too is concerned about the heat at the start of school and she will keep bringing this up. Mr. Guin noted that the motion is not about air condition buses. Mrs. Bell stated that Ms. Phelps had talked about this. Ms. Phelps said she did because she was not present at the work session. Mrs. Bell said she only wanted to note the misinterpretation of an agenda item when the person was not present to explain the intent of the item. Mr. Guin suggested in the future if a board member chooses not to have their item discussed at a work session when they can not be present, that maybe the item should be postponed until a meeting where they will be present; otherwise, it is going to be discussed in the work session. Mrs. Bell said she feels it was taken out of context, because if someone is doing a survey on her, she wants to know, and she believes providing notification is all this motion is doing.

Mrs. Crawley noted that the proposed policy does not say let your supervisor know, it says to get permission, a directive from your supervisor. Mrs. Crawley said she has a problem spending time enforcing this policy. She said the school board can make any policy it wants, and explained she was in a school system where the school board decided they would have more money to pay their teachers a tax bonus at the end of the year if they made a policy that all school employees lived in that parish. She said the policy was wonderful for about 10 years and further explained that when she and her husband moved to that parish and were hired, her husband was later hired in another parish and she moved out of the parish. Ms. Phelps asked if this has anything to do with the motion? Mrs. Crawley responded it is how to enforce the policy. Mr. Guin asked Ms. Phelps if she called a *point of order*? Ms. Phelps said she did not, because she thought the president was listening. Mrs. Crawley explained she is sharing an example of what happens when the board has a policy that can't be enforced. Ms. Phelps said she would call a *point of order* because she feels it should be consistent and what Mrs. Crawley is relating to has nothing to do with the motion on the floor. Mrs. Crawley said it does. Mr. Guin encouraged board members to read *Roberts Rules of Order* and if any board member wishes to call a *point of order*, it's fine, but it's not directed toward another board member, but toward the chair, and it's not for another board member to begin debating. Mr. Guin stated that the *point of order* is to keep the discussion on the topic of the motion. Ms. Phelps said she did not say *point of order*, but she directed the comment toward the board president. Mr. Guin again stated that a board member cannot direct a comment toward another board member when they are speaking. Ms. Phelps stated that many times Mr. Burton has interrupted people, and Mr. Guin explained he calls for a *point of order*. Ms. Phelps responded she is only asking to be consistent. Mr. Guin asked that the discussion be around the agenda item. Mrs. Crawley went on to explain that in this situation, the superintendent lost his job and all the people who had moved out of the parish were rehired, because it's unconstitutional to tell someone who's not in an emergency situation where they can live. She said it's the same for filling out surveys, we can't enforce this, we will be spending too much of taxpayers money trying to enforce and control surveys. She said there was a great survey that some young people did on how they felt about having basketball, and asked if these young men would have had the opportunity to participate if they had a principal with this rule saying "no" the school would not have basketball and the students were not allowed to go through the democratic process in this matter. Mrs. Crawley said there are reasons to fire someone, and we can't fire someone who breaks this policy without having a lawsuit. She said it is dishonesty, willful neglect of duty and incompetence, and we have confidentiality laws

to cover employee and student data, and she believes we should stick with things we can enforce, because if you have too many rules you can't enforce, then none of your rules count anymore.

Mr. Abrams explained this policy is enforceable, as it deals with an employee while on the job, and if an employee is not doing their job, this can be used as grounds to bring charges. Also, if the employee knows about this and fails or refuses to do what they are supposed to do in order to get authorization, it can be considered willful neglect of duty, and while they may not be dismissed, they can be disciplined; and if they do it enough times, it can result in dismissal.

Ms. Priest said she supports this motion and her support is based on the key word "unauthorized". She said this is not about violating the First Amendment, but it's about those persons in charge of campuses, facilities and/or departments having prior knowledge of activities, programs and services occurring within areas where they are held accountable and responsible. She said there are other public entities that require prior approval of department heads before someone can come in and conduct surveys, etc. with employees. She said unauthorized is the key word and cited an example where recently a petition was conducted by employees and outside agencies that would in essence mean the implementation of a curriculum principals would be responsible for implementing and were unaware of it being done.

Mr. Burton stated that in 1992 the board set the new format for the work sessions, and when an item is put on the agenda, it is the board's item as a committee of the whole, and anyone can discuss it. Mr. Burton stated he agrees someone needs to be knowledgeable of anything that is happening on the campus; and since he believes in site based management, the principal should be aware of what is happening on his or her watch. He indicated his concern about "board approval" and he doesn't believe the board has to approve everything that happens, but he doesn't believe that is the maker of the motion's intent, and asked for clarification. Mr. Abrams responded the proposed policy presented today is not requiring the board's approval but the administrators' knowledge. Mr. Burton said he wants to make sure that it's the administrator who needs to make sure what is going on and also asked about surveys through the Internet. Mr. Abrams said it would depend on what they are doing, and if it's not related to their job, the board may not approve; however, if it is something related to their job and the principal is aware, there should not be a problem.

Ms. Phelps again stated that it's because of the timeline in place for submitting information for the board's approval that she submitted the original proposed policy prior to the work session, and it was because something came up and she had to be out of town that she was unable to be at the work session. She also further explained that the intent was never that authorization had to come from the school board, unless needed, but that it would start with the employee's supervisor(s).

Mr. Rachal stated he believes clarification is needed, as he did not know there was a new handout and read the document he believed the board was discussing, which he is not in favor of and he spoke against this proposed policy at the work session. Having read the revised proposed policy at board members' stations, Mr. Rachal said he believes it is saying while an employee is at work, they should work, and shared that he has the opportunity through the Internet and mail to participate in many surveys, and since he is not employed by anyone, he has the choice to do what he wants to with his time. However, if he had an employee under his payroll that spent any of their time on the job doing surveys, he would have a problem with it. Mr. Rachal indicated with the revised wording, he can support the motion.

Mrs. Crawley moved, seconded by Mr. Rachal, to leave it as it is, "accordingly, no employee shall neglect their duty on Caddo Parish School Board property by conducting or participating in any studies, surveys or investigations." Mrs. Crawley said she believes leaving out the word unauthorized, which means you have to get permission, and not just let the principal know, as there is a difference in telling them you are going to do one and asking them to do one, and just say they will not neglect their duty. She said students won't be able to do science fair projects unless they get permission, and she understands employees are expected to be working and not doing surveys for TVs.

Mr. Rachal asked the board attorney to share his opinion. Mr. Abrams stated what you basically have is someone can not be doing their job and still be participating in that (studies, surveys or investigations), because they will not say they are neglecting their duties. He also explained if

you leave out the word “unauthorized”, you must realize the board believes the way it works is certain investigations are authorized and the term was intentional, that certain investigations and studies are authorized throughout the board’s policy; and if you eliminate that language, it means you have an over-broad policy which could be a problem for the board.

Mr. Burton moved, seconded by Mrs. Hardy, to call for the question on all substitutes and motions. Vote on the motion carried with Board member Crawley opposed and Board members Guin, Hardy, Burton, May, Phelps, Priest, Rachal, Ramsey, and Bell supporting the motion. Mrs. Armstrong abstained.

Vote on the substitute motion failed with Board members Guin, Hardy, Burton, May, Phelps, Priest, Rachal, Ramsey, Armstrong and Bell opposed and Charlotte Crawley supporting the motion.

Vote on the main motion carried with Board members Guin and Crawley opposed and Board members Hardy, Burton, May, Phelps, Priest, Rachal, Ramsey, Armstrong and Bell supporting the motion.

SUPERINTENDENT SEARCH UPDATE

Burnadine Moss Anderson, board liaison for the Superintendent Search, shared with the board an update on the Superintendent Search process, announcing that October 22 is the deadline for receiving applications. The board set 10:00 a.m., Tuesday, October 23, for opening the applications, and at that time, they will be logged and a list compiled and shared with members of the board, with the list including the person’s name, the address (including the city and state), educational background, current employment and previous employment. Mrs. Anderson announced on Wednesday – Friday, October 24-27, 2007, board members should take the time to come to the office and review the applicants and that a special called meeting is scheduled for 4:30 p.m. on Monday, October 29, 2007 for the purpose of selecting approximately six to eight applicants to interview. Mrs. Anderson also shared with the board a proposed timeline for the applicants’ visits to Shreveport and asked for feedback and guidance on the luncheons where community leaders and representatives of various organizations are invited to attend. Mrs. Anderson also stated it will be necessary for the board to begin thinking about establishing a time and method to formulate the interview questions so there is consistency among the applicants, and that the board attorney and board members worked on this area in the last search.

Ms. Priest asked that we include both chambers of commerce in the invitation list for the luncheons.

ANNOUNCEMENTS AND REQUESTS

Mrs. Bell asked that the Discipline Review Committee look at the cell phone policy as it appears that use of cell phones is out of control. She said she understands the policy is to not allow students to have cell phones on during the academic day and it appears students, teachers and administrators are ignoring the policy, so she would like for the Discipline Committee to review the current policy and determine if there is any more severe punishment for each offense. Mrs. Bell asked for a report on this matter by the next meeting because she received a call about a student’s cell phone being taken and she believes everyone is misusing it.

Ms. Phelps requested that the minutes of this meeting reflect that she was out of town for the last meeting (October 2nd).

Mrs. Crawley requested that support personnel who did not receive the full pay increase be sent a letter explaining when they can expect the remainder of the pay increase. She said they are requesting to know when they will get the full raise.

EXECUTIVE SESSION

Student Readmission Appeal. *Mr. Burton moved, seconded by Mrs. Hardy, to accept staff’s recommendation for students with initials J.L. and M.S. as recommended by staff and included in the mailout. Vote on the motion carried with Board members Guin, Hardy, Burton, Crawley, May, Phelps, Priest, Rachal, Ramsey and Armstrong supporting the motion. Mrs. Bell was*

absent for the vote and Mr. Guin announced she left the meeting because of a scheduled Town Hall meeting in her district.

Level IV Grievance. Mr. Abrams announced that he received a phone call this afternoon from Brian Landry, who represents the grievant, saying he was waiving the oral argument and would not be appearing at the grievance hearing, and that basically it could be decided on upon the record. *Mr. Burton moved, seconded by Mrs. Hardy, to go into executive session for up to 10 minutes for the purpose of a Level IV grievance hearing. Vote on the motion carried unanimously* and the board went into executive session at approximately 6:45 p.m. The board reconvened in open session at approximately 6:56 p.m. *Mr. Burton moved, seconded by Mr. Ramsey to uphold staff's recommendation. Vote on the motion carried unanimously.*

Adjournment. *Ms. Priest moved, seconded by Mr. Burton, to adjourn. Vote on the motion carried* and the meeting adjourned at approximately 6:59 p.m.

Rodney Watson, Interim Superintendent

Phillip R. Guin, President

October 29, 2007

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 4:30 p.m. on Monday, October 29, 2007 with President Phillip Guin presiding and the following school board members present being a quorum: Eursla D. Hardy, Willie Burton, Charlotte Crawley, Lola B. May, Tammy T. Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong, Larry Ramsey, and Dottie Bell. Also present was Reginald Abrams, legal counsel. Mr. Rachal led in the prayer and Pledge of Allegiance.

QUEEN SIZED

Mrs. Crawley moved, seconded by Mr. Burton, that administration be authorized to sign an agreement to be developed by general counsel with Queen Sized LLC allowing the use of the name CE Byrd High School and its mascots, etc. plus use of CPSB buses for transportation as recommended by staff. Mrs. Bell asked what is this movie about and what does *etc.* mean? Mr. Abrams explained that the board has given authority for administration to enter into any of these location agreements with film companies; however, since this one is somewhat unusual in that they wish to use the name C.E. Byrd High School and since the board had a meeting scheduled today, he only wanted to make certain the board understood this particular request. He said the movie Queen Sized is a Lifetime movie and meets all the requirements the board has in policy, i.e. not rated above PG13. The movie is about a large female nominated for Homecoming Queen, and what she overcomes to be named the queen and it has a happy ending. Marilyn Prothro, assistant principal of C E Byrd High School, shared with the board that she has read the script and there is nothing in the script above the board approved PG13 rating. Mr. Abrams also explained there is a provision in the agreement that the school, students, children, nor administration will be held in disrepute in any manner whatsoever. Mrs. Bell said she trusts that legal counsel and the superintendent have read this movie, so things do not get out of hand with these movies. Ms. Phelps stated for Mrs. Bell that the board previously approved a policy relative to film companies and the difference in this request. Mr. Abrams added there has not been a request come to the board prior to this one where the film company wished to use the school's name and since the board meeting was scheduled today, he wanted the board to be aware of this unusual request. *Vote on the motion carried unanimously.*

SUPERINTENDENT SEARCH UPDATE

Mrs. Burnadine Moss Anderson, board liaison for the superintendent search, shared with the board an update on the superintendent search process and that today's special call meeting is to name semi-finalists to interview for the superintendent's position. She explained that President Guin will present the voting method to be used in the selection of the semi-finalists. Mrs. Anderson reported that 27 applications were opened on October 23, 2007, and following board action today to name the semi-finalists for interviews, staff will schedule the interviews for November 5-12th, and highlighted the daily schedule for interviewing each applicant. Mrs. Anderson also stated that staff will secure, after the board names the semi-finalists, permission from the semi-finalists to conduct background checks and will secure the organization to conduct the background checks for the school board. She shared a copy of the voting grid and explained staff will be the official recorder of the vote for each of the 27 applicants.

Mr. Guin read a statement that he would like to make it clear to the board members and the public that administration reviewed the applications for superintendent and compared their credentials with the requirements for eligibility to obtain a Louisiana Superintendent's Certificate. He added that inquiry was also made to the State Department of Education for clarity and based on the information submitted, it appears the following applicants meet the Louisiana Certification Requirements: Dr. James Dupree, Dr. Julia Collier Earl, Dr. Aquine Jackson, Dr. Lynda Phillips Johnson, Dr. Chester Juroska, Dr. Kerry P. Laster, Dr. John Longtin, Patrick Christopher-Low, Dr. Irby L. Miller, Jerry O. Payne, Dr. Sharon A. Thomas, Dr. Thomas Ward and Mr. Rodney Watson. Mr. Guin further stated that unless there is an objection from the board, each board member can select up to four candidates to interview and as he calls each name, board members should cast a yes vote (No. 1 on the keypads) if they are voting to interview that particular candidate or vote No. 4 if they do not wish to select that particular candidate. He further explained that the top four vote getters will be brought in for an interview with one stipulation being that in order to qualify for an interview each vote getter must receive a

minimum of two votes, and if there is a tie for the last spot, the board will vote the tie off for the fourth candidate to interview. Ms. Phelps asked for clarification on the statement that Dr. Oliver did not meet the requirements for Louisiana Superintendent Certification and if that status changed from last week. Staff responded it did. Mr. Guin proceeded to announce the name of each candidate with the official results being: Robert D. Bothel (0 votes); Freya Churchwell (0 votes); Dr. James A. Dupree (8 votes – Hardy, Burton, Crawley, May, Phelps, Priest, Crawford and Bell); Dr. Julia Collier Earl (1 vote – Crawford); Dr. William E. Harner (0 votes); Dr. Aquine Jackson (7 votes – Hardy, Burton, May, Phelps, Priest, Armstrong and Bell); Dr. Lynda Phillips Johnson (0 votes); Dr. Chester Juroska (10 votes – Guin, Hardy, Crawley, May, Phelps, Crawford, Rachal, Ramsey, Armstrong and Bell); Dr. Eric King (0 votes); Dr. Kerry P. Laster (3 votes – Guin, Rachal and Ramsey); Dr. James T. Leonard (0 votes); Brenda Jones Lewis (0 votes); Dr. John Longtin (1 vote – Crawley); Patrick Christopher-Low (1 vote – May); Dedrick D. Martin (0 votes* - Ms. Phelps initially cast a vote for this candidate and stated for the record, this was an error and asked that it be corrected); Dr. Irby L. Miller (0 votes); Kenneth J. Napaver (0 votes); Dr. Bernard Oliver (0 votes); Jerry O. Payne (0 votes); Dr. John R. Phillips (0 votes); Dr. James H. Robinson (0 votes); Joseph M. Sager, Jr. (0 votes); Dr. Sharon A. Thomas (3 votes – Burton, Phelps and Priest); Dr. Thomas Ward (4 votes – Guin, Crawley, Armstrong and Bell); Rodney Watson (7 votes – Guin, Hardy, Priest, Crawford, Rachal, Ramsey and Armstrong); Beth M. Wright (0 votes); Dr. William D. Zitterkopf (0 votes). (The official voting tally for all 27 applicants is filed in the official papers of the board.) Mr. Guin announced that the four candidates (alphabetically) to be interviewed will be **Dr. James Dupree** (8 votes), **Dr. Aquine Jackson** (7 votes), **Dr. Chester Juroska** (10 votes), and **Mr. Rodney Watson** (7 votes).

CHANGE IN DATE OF NOVEMBER WORK SESSION

Mr. Guin announced that because the board agreed to bring in four candidates to interview, there will not be a need to change the date of the November work session, and that interviews will take place on Monday, November 5th, and Wednesday-Friday, November 7-9th.

Announcement. Mr. Guin announced that he was just informed by staff that a Turner student was hit by a car and killed approximately 15 minutes ago and asked everyone to remember this family in their prayers.

Mrs. Bell left the meeting at approximately 5:10 p.m.

Mrs. Anderson announced, with the board president's permission, that she will begin contacting the candidates to set up the interviews and will hand deliver to the board a confirmed interview schedule as well as contact the Superintendent Search Advisory Committee.

Mr. Burton stated that on the Wednesday interview, he will be unable to attend the dinner, due to teaching a class that evening. Mr. Rachal asked that letters of appreciation be sent to all applicants not being interviewed. Ms. Phelps asked if Mr. Rachal's request is that these letters be sent soon or after the process, as she hopes it is soon.

Adjournment. *Mr. Burton moved, seconded by Mrs. May, to adjourn. Vote on the motion carried unanimously* and the meeting adjourned at approximately 5:13 p.m.

Rodney Watson, Interim Secretary

Phillip R. Guin, President

November 6, 2007

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 7:22 p.m. (immediately following the Executive Committee work session) on Tuesday, November 6, 2007 with President Phillip Guin presiding and the following school board members present being a quorum: Eursla Hardy, Willie Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Interim Secretary Rodney Watson, and Reginald Abrams, legal counsel. The prayer and pledge were omitted.

VISITORS

Myra Robinson, Supportive Integrated Services, reported on the receipt of a grant from the U.S. Department of Education for their mentor program Reach for the Stars. She explained the funds from this grant will be used to assist students with support and guidance toward their academic achievement, improve inter-personal relationships with their peers, teachers, other adults and family members, and reduce the drop-out rate as well as juvenile delinquencies. She highlighted the goals for the program including increased competency in foundational skill areas, i.e. mathematics, reading, and English/Language Arts in an effort to build self confidence and positive social values and to mentor students. She said they hope to provide an on-going source of trained mentors for the district and develop mentoring matches that will sustain for at least one year. They also hope to enhance parenting skills and involvement to help children succeed academically and socially. Ms. Robinson announced this program is now in the implementation stage and they are seeking the support of the Caddo Parish School Board for a representative to serve on the marketing team that will meet regularly to develop, modify and implement all program related promotional materials as well as recruitment. She also added they are in the process of recruiting mentors to match with the mentees and stated that anyone can be a mentor, as all it takes is a willingness to listen and the willingness to make a difference in a child's life, and she announced she has applications available for those interested in serving as a mentor and help make a difference in our student's lives.

Dr. James Holt. President Guin announced that Dr. Holt had to leave and the following resolution, as requested by Dr. Holt, is made a part of the Caddo Parish School Board minutes:

Resolution by the Lakeside Acres Subdivision Neighborhood Association

WE, THE UNDERSIGNED PROPERTY OWNERS AND REGISTERED VOTERS in the Lakeside Acres Subdivision, wish to go on record as being unequivocally and wholeheartedly opposed to any efforts to recall MRS. EURSLA DICKERSON HARDY. She is a dedicated community leader and a member of our Association. She has earned our respect and admiration as a sincere professional, representing the boys and girls of the Caddo Parish School System.

WE, THE MEMBERS of the Lakeside Acres Neighborhood wish to express our eternal gratitude to God Almighty for making it possible for Mrs. Hardy to represent District 2. We are neighbors, friends, and co-workers who wholeheartedly support Mrs. Hardy's efforts to carry out her duties and responsibilities as a faithful and courageous Caddo Parish School Board member. She has worked untiringly for the boys and girls of this parish. It is our fervent prayer and wish that concerned parents and citizens will unite and work together to bring about peaceful solutions for problems in education that affect our children in the Caddo Parish School System.

WE HEREBY RECOMMEND that a copy of this Resolution become a part of the Caddo Parish School Board minutes this Tuesday, November 6, 2007.

Humbly Submitted,

The Official Executive Committee and duly elected officers of the Lakeside Acres Subdivision Neighborhood Association. Mr. Lawson Schuford, Jr., President; Mr. Donald G. Turner, 1st Vice President; Mrs. Doris L. Tison, 2nd Vice President; Mrs. Rugh H. Addison, Treasurer; Mrs. Nannie J. Lewis, Secretary; Dr. Dorothy L. Holt, Reporter; Rev. James E. Lee, Chaplain; Rev.

Richard Hardy, Jr., Parliamentarian (absent); Mr. Ollie Mitchell, Sgt-at-Arms and Dr. James S. Holt III, Immediate Past President.

Bertie Dean spoke in support of a Caddo Parish School Board member who is being humiliated through the public newspaper, etc. She said she has been a resident of Shreveport for 41 years and this board member has been an instructor for six of her children, and she stated her support for this board member.

Annie Pearl Wilson addressed the board in support of the Caddo Parish School Board member for District 2 and her involvement in the lives of boys and girls and how she has supported the schools in the Martin Luther King Jr. area. She said she is for what is right and is satisfied with who the board has sent to lead Green Oaks High School and thanked the board for placing him there.

James Harper, parent, addressed the board on electives at Caddo Middle Magnet and Captain Shreve High School and the issues that have developed for his sons. He shared with the board that in Beginning Spanish, his son is required to study a minimum of 1-2 hours on top of his regular classes. He explained that when he approached the appropriate personnel at Middle Magnet about his concerns, there was an overwhelming lack of attention and respect for a parental request to have this child transferred to a different elective and allow him to focus more on his academic core curricula. Regarding his 15-year old son at Captain Shreve, he explained that while he last year he participated in JROTC, and loved the experience at that time, he has subsequently decided it is not as appealing to him and requested to be placed in a different physical education elective which have fallen on deaf years. Mr. Harper stated these situations have caused undue stress on his children, his wife, and ultimately on him, and believes it is a situation that could have been easily managed had someone taken the time to listen and make a commitment to do what is right for the child. He asked the board to please consider addressing the first nine weeks of a child's commitment that may not have turned out to be in the best interest of the child and look at placing that child in a more appropriate elective.

PERSONNEL RECOMMENDATIONS

Mr. Burton moved, seconded by Mrs. Hardy, to approve the personnel recommendations as submitted by the superintendent in the mailout. Vote on the motion carried unanimously. Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following board-approved personnel appointments: (1) Robert Franklin, assistant principal, Hamilton Terrace Adult Learning Center; and (2) Rudgerick Brown, principal at Westwood Elementary. These appointments will receive the appropriate salary as reflected by the Caddo Parish School Board salary schedule applicable to the position to which they are appointed. Administrators, family and other guests present also were recognized.

SUSPEND THE RULES

Mrs. Crawley moved, seconded by Mr. Burton, to suspend the rules to add an agenda item regarding the November board meeting. Vote on the motion to suspend the rules carried unanimously.

NOVEMBER BOARD MEETING DATE

Mrs. Crawley moved, seconded by Mrs. Bell, to change the November board meeting from November 20th to Tuesday, November 27, 2007, at 4:30 p.m. Ms. Phelps indicated she was unaware of a calendar change. Mr. Guin announced staff is off Thanksgiving week and the regular meeting falls on the Tuesday of that week. *Vote on the motion to change the November meeting date to November 27th carried unanimously.*

SUSPEND THE RULES

Ms. Priest moved, seconded by Mrs. Bell, to suspend the rules for the purpose of voting on the resolution presented during the work session relative to high stakes testing. Vote on the motion to suspend the rules carried unanimously.

RESOLUTION TO LSBA REQUESTING LEGISLATURE TO SUPPORT CHANGE IN STATE TESTING DATES AND PROVIDE NECESSARY FUNDING FOR TESTING COMPANIES

Ms. Priest moved, seconded by Ms. Phelps, to approve the following resolution to LSBA requesting the Legislature to support change in state testing dates and provide necessary funding for testing companies. Vote on the motion to approve the following resolution carried unanimously.

RESOLUTION

WHEREAS High stakes assessments have resulted in a gradual decrease in the number of students passing from year to year; and

WHEREAS the number of students passing state assessments after summer remediation continues to decrease as to students who have taken the state assessments in the spring; and

WHEREAS the number of over aged students has increased as a result of the reduced passing rate; and

WHEREAS NCLB requires all students to score at Basic or Above by 2012; and

WHEREAS preliminary national findings indicate that no state is making sufficient progress to meet that goal; and

WHEREAS this unrealistic standard for all students is contributing to an increased Drop Out rate; and

WHEREAS districts need more instructional time prior to state assessments in order to increase the success rate on first time test takers to increase the number of students passing state assessments and summer retests; and

WHEREAS districts are not able to adjust school calendars enough to increase the amount of instructional time prior to taking state assessments.

NOW THEREFORE BE IT RESOLVED that the Caddo Parish School Board requests that the state modify/consider the following adjustments to the State Assessment: that the Department of Education adjust the testing date later in the Spring to accommodate more instructional time for students, and/or redesign the assessment to allow for a speedier grading and reporting to districts in order to provide for more instructional time; and

BE IT FURTHER RESOLVED that the State Legislature is asked to provide the necessary funding needed to pay testing company(ies) to score assessments in a more expeditious manner and allow for more instructional time.

SUPERINTENDENT SEARCH UPDATE

Ms. Phelps inquired if there would be an update on the Superintendent Search. Mr. Guin responded that Mrs. Anderson announced there was not anything to report at this meeting. Ms. Phelps indicated she had comments from the committee she wished to share.

EXECUTIVE SESSION

Student Readmission Appeals. *Mr. Burton moved, seconded by Mrs. Hardy, to accept staff's recommendation for readmission appeals for students with initials D.M. and D.R. Vote on the motion carried unanimously.*

Mr. Burton moved, seconded by Ms. Phelps, to go into executive session for up to 10 minutes each for students with initials C.A. and A.S. Vote on the motion carried unanimously and the

board went into executive session at approximately 7:55 p.m. The board reconvened in open session at approximately 8:35 p.m.

Mr. Rachal moved, seconded by Mrs. Crawford, to uphold staff's recommendation (student with initials C.A.) with the clarification that the staff will provide at the request of the individual any information or documentation that they may need to move forward. Mr. Guin asked for clarification and that Mr. Rachal is talking about present documentation or something stating the facts and not any manufactured documentation? Mr. Rachal stated that is correct. Mrs. Crawford said she believes adding the latter part will allow the student to move forward in his academics. Mr. Rachal said he supports staff's recommendation and believes the request will help clear the path so the student can continue in as normal as possible the remainder of his senior year. He said he doesn't want to be a hurdle in allowing this student to move forward and asked the board members to support allowing the student to move forward, and we are only asking that staff provide them with any information that we have readily available which they can use to present to whomever they need to. Mrs. Crawley asked if the board can withhold any information? Mr. Abrams said no we can't. Mrs. Crawley asked if the parent/student is asking for some type correlation between Hamilton Terrace and Captain Shreve. Mr. Abrams stated he understands the parent/student is asking that we provide them with information regarding what courses were available at Hamilton Terrace, what they were taking at Captain Shreve, and if they can use this information to help them in the future, they can do that. Ms. Phelps asked why the board must approve this since this is something staff would have to do anyway? She said normally the board upholds staff's recommendation and whatever a student needs, the available information would be given to them. Mr. Abrams explained this is the board giving direction to staff.

Ms. Phelps moved, seconded by Mrs. Hardy, to uphold staff's recommendation. Ms. Phelps said we are not withholding information and have never put this in a motion before. She added it is very clear and simple that we uphold staff's recommendation and there is no information to withhold so she doesn't believe this should be a part of the motion.

Mrs. Armstrong asked legal counsel if the substitute motion will be as concise as the original motion and allow staff to do what is needed? Mr. Abrams responded that under state law, the administration could not withhold the information from the parents; however, it does not mean that administration would have to go out to help try and find the information for someone who is not a student and to that extent, he believes the substitute motion could be a limiting motion, even though administration may understand what the board wishes to be done. He added it's clear that the intent of the main motion was staff would go a little bit further in helping the parents to do what they need to do in order to move forward. Mr. Abrams also stated it is his understanding if they are going to make any requests from anyone concerning moving forward with sports, etc., they would come and ask information regarding the alternative school in comparison to the courses offered at the home school, so you would be asking staff to create some documents providing information to help them and certainly this is not what staff would have to do normally even though they may do so. Again, he believes the primary motion made by Mr. Rachal basically directs staff to do that, and the motion on the table basically upholds staff's recommendation.

Mr. Ramsey moved, seconded by Mr. Burton, to call for the question on all motions and substitute motion. Vote on the motion carried with Board members Crawford and Crawford opposed and Board members Guin, Hardy, Burton, May, Phelps, Priest, Rachal, Ramsey, Armstrong and Bell supporting the motion.

Vote on the substitute motion failed with Board members Hardy, Crawley, Crawford, Rachal, Ramsey and Armstrong opposed and Board members Guin, Burton, May, Phelps, Priest, and Bell supporting the motion.

Vote on the main motion carried with Board members Guin, Burton, Crawley, Crawford, Rachal, Ramsey, and Armstrong supporting the motion and Board members Hardy, May, Phelps, Priest, and Bell opposed

Mr. Guin announced that the student with initials A.S. left and his hearing will not be held.

Adjournment. *Mr. Burton moved, seconded by Mrs. Hardy, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 8:50 p.m.*

Rodney Watson, Interim Secretary

Phillip R. Guin, President

November 6, 2007

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at 4:30 p.m. on Tuesday, November 6, 2007 with President Phillip Guin presiding and Willie Burton and Bonita Crawford present being a quorum. Other school board members present were Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Interim Secretary Rodney Watson, Legal Counsel Reginald Abrams, staff and other visitors. Board Member Burton led in the prayer and the Pledge of Allegiance.

PRESENTATIONS

Interim Superintendent Watson announced that the presentation scheduled on the Cyber Innovation Center will be delayed due to a conflict in their schedule.

First Quarterly Report/Priority Goals and Objectives. Mr. Watson shared with the board a progress report on the board-approved goals and objectives for the first quarter. Highlights of some of the accomplishments toward meeting those goals included the following:

Priority Goal No. 1: Raise the level of the educational program and student performance: Raise the level of accountability to focus on results and attention to detail

- The number of AP courses offered throughout the district increased from 46 to 55 and the number of students taking AP courses increased from 1201 to 1279
- The number of students in Dual Enrollment increased from 261 to 669 and the number of courses increased from 22 to 44 courses. All 11 traditional high schools are participating.
- In Gateway (Gifted Program), 368 students have been screened toward increasing the placement of students in this program. Currently there are 1,658 students in Gateway programs in 26 schools
- Thirty-seven students have been screened for the Talented Program. Currently there are 250 students in this program in 30 schools
- The Discoveries Unlimited Enrichment program has 2,165 students in 30 schools
- Industry-Based Certification was awarded to 108 Caddo Career & Technology Center students. Mr. Watson explained that one of the issues with the Skills Certificate in this program is the requirement that students have a high school reading level and is the reason why some students are not making it into this program. He reported staff is continuing to work on this issue so there are more options for the students.
- 189 Caddo students have been enrolled in the Work-Based Learning Program
- One-third of the high achieving schools have been trained in data-driven decision-making
- School improvement planning using data has been implemented in 100% of the schools
- Staff launched the new online EAGLE (Enhanced Assessment of Grade-Level Expectations)
- LEAP/GEE tutoring has been implemented in 100% of the schools for targeted students
- Follow-up training has been provided to teachers in 24 schools on the use of the GLE Skills Matrix
- Provided six hours of training for two people from each of 57 schools using the train-the-trainer model for the FASTT Math initiative
- Trained 100% of the Academically Unacceptable Schools (AUS) in the Edusoft Assessment Program
- The GLE Skills Matrix was created and disseminated to all 48 elementary schools and 16 middle schools
- Lots of professional development in the area of Special Education for all 76 schools, including conducting SBLC in-services, response to intervention and universal screening, inclusion and co-teaching inservices and security and safety audits conducted at all Turnaround schools
- Addition of 50 teachers to assist in the reduction of class size
- Established District Assistant Teams for all AUS and AA schools
- Continued training for Caddo's 25 Content Coaches to service "high priority" schools
- Met Title I requirements for School Choice
- Hired additional attendance facilitator to address attendance at alternative schools

- The Fight Diversion program continued to be a great option for students who have been suspended with 62 students having participated in the program since the last report. Also 164 students were readmitted to their home schools with monitored behavior and counseling referrals.
- 98 over-aged middle school students who are 16 years old and potential dropouts were routed to the Options Program to obtain a GED
- The revised Pupil Progression Plan has allowed for promotion with remediation for more than 125 over-age students from elementary to middle school, 177 from middle school to high school, with training being provided to all schools in the implementation of the revised PPP.
- Additional training on inclusion

Priority Goal No. 2: Recruit, train, evaluate and retain high quality staff

- Negotiated competitive employee health insurance plan renewal resulting in lower premium adjustments than most employers
- Increased recruitment team members by 37 for a total of 80 active recruitment team members
- Updated recruitment materials with new theme
- Process was begun to update all job descriptions to reflect the current certification and organizational structure
- Conducted Personnel Evaluations for all Year 1 and Year 2 administrators/evaluators
- Assigned mentors to new administrators
- Continued to meet or exceed the substitute fill rate of 92% or higher
- Continued visits in the schools, conducting 33 visits that have documented summary reports relative to the district's theme
- Provided instructionally-focused training and ongoing support for newly-appointed principals
- Began an internship program for 14 administrative interns – seven at the elementary level, three at the middle school level and four at the high school level allowing for those who go through the program to receive additional points at the interview for a position
- Provided School Improvement Plan training to all principals

Priority Goal No. 3: Coordinate and deliver efficient and effective administrative support functions aligned with school-based needs

- Prepared the bid for 15 new air-conditioned buses – nine special needs buses and six regular education buses
- Established a committee in August to review and evaluate electronic grade reporting software packages
- Providing sexual abuse and sexual harassment training for the district
- Maintained Caddo's rating of "Aa3" with Moody's Investors and a rating of "A+" with Standard and Poors which has an affect on our bond ratings
- Child Nutrition completed 67% of the visits to school cafeterias and offices

Priority Goal No. 4: Expand family and community connections by creating a high level of expectation for parental/guardian and community participation in student learning

- Conducted numerous parent/guardian workshops
- Title I provided transportation and educational support to parents in high priority schools
- Fair Share Program increased the number of vendors by 6%
- Goals and objectives have been disseminated to as many groups as possible

Mrs. Bell asked if, when moving the over age students, additional teachers were hired to offer assistance? The superintendent answered in the affirmative and that staff looks at the current staff and staff is committed to not overloading the schools by moving these students and to putting additional teachers in those schools to provide the necessary assistance. Mrs. Armstrong expressed appreciation to the superintendent for the report and for keeping the board up-to-date and also appreciation for the progress made thus far.

2008-2009 School Calendar. Mr. Watson stated that as requested by the board president to provide information for the board's consideration in the development of a school calendar, he reported that information was provided to the board on the academic research and rationale, and

this month, he is sharing logistic information relative to transportation, food nutrition and MFP. Mr. Watson reported that in exploring the options of extending the school day and extension of the school year, transportation would be the district's biggest problem since at the present time, we have 92 buses that help in the area of tutoring and 83 buses that transport students in after-school athletic programs. He reported that students in these programs are being dismissed between 4:15 and 6:00 p.m. and a later dismissal of school would mean more schools that would not be available for these programs. Additional problems in extending the school day would mean many more students getting home after dark in the evening. Mr. Watson further stated that students getting home after dark creates additional problems, i.e. in the past, buses have been shot at after dark. He also compared the numbers (of buses) on the road late in the day (between 4:15 and 6:00) in Caddo versus the number of buses in Bossier, Webster, DeSoto and Red River Parishes. Regarding food nutrition, he stated Caddo's employees work approximately 185 days a year; and if the number of school days is reduced without reducing the work days, a concern would be Federal dollars cannot be used to pay employees for days when students are not served food. In doing an analysis relative to how much this would cost the district, it could mean approximately \$134,000 a day for days students are not served. He also added if the calendar begins later, those days would need to be added to the end of the school year or somewhere throughout the year, so children can be served the full number of days and staff can be paid with the Federal dollars. He added lengthening the school day results in fewer student days. Regarding MFP (Minimum Foundation Program), funds are received July 1st and 55% of Caddo's total budget comes from MFP with October 1 being the magic number for collecting MFP dollars. The earlier the school year starts, the more children trickle in during the year, and that is one reason why the state put October 1 as the official count date allowing each district time between the start of school and October 1 to get students in the district in school. Mr. Watson announced that next month he will complete the presentations on the calendar by bringing to the board information on state and federal mandates, how athletics affect the calendar and personnel issues.

EXECUTIVE COMMITTEE – ESTABLISH THE AGENDA FOR THE NOVEMBER 20, 2007 CPSB MEETING

Mr. Watson highlighted the proposed agenda items for the November 20, 2007 Caddo Parish School Board meeting and the following discussion ensued.

Bids (Capital Projects). Ms. Phelps asked staff about a T-Building at Caddo Magnet when they have a new wing and why it is being relocated. Steve White explained this T-Building was previously used as a classroom before the new wing was completed and was located next to the educational buildings. With the completion of the new wing, it is being relocated near the LaCrosse field for use as athletic dressing rooms and storage for athletic equipment.

Recommendations of Projects and Budget for 2008-2009 Capital Projects. Ms. Phelps asked staff about the request from Atkins Elementary a few years ago for a multi-purpose room and where this is on the list. Mr. White responded there are multiple requests for multi-purpose rooms (20-25) and funds are not available to look at these as a group in the Capital Projects budget. He added the committee did not feel it was appropriate to put this on the list of recommendations at this time. Ms. Phelps asked for a list of these 20-25 requests and how long these requests have been on the list. Ms. Phelps said she knows this has been a request for some time and the schools are wondering what the status of these might be. She also asked Mr. White to explain the \$750,000 for salaries, benefits under administration. Mr. White explained that several years ago, all salaries of that department (Capital Projects) were moved under the Capital Projects budget during the time the General Fund was experiencing a financial crunch and was done so because the personnel in that department directly administered those jobs for both the bond issue and the capital projects tax renewal which allowed for the salaries to be paid from those funds, so it was simply a shift to eliminate some of the burden on the General Fund. Regarding the South Highlands stage lighting, Ms. Phelps asked was this not included in the Performing Arts Building. Mr. White explained it was included as an alternate price because the funds were not available to include it under the construction of the main Performing Arts Center and the lighting is controlled now by a switchable breaker and while it is functional, it is not a good way to provide lighting and this would provide them the theatrical lighting. Ms. Phelps asked would this have put the project over budget? Mr. White responded in the affirmative and when the project was bid, it was bid as an Alternate 3 and the board opted not to take it at that time. Regarding retrofit lighting for Caddo Middle Career and North Caddo, Ms. Phelps asked

why these were not under the bond issue? Mr. White said they could have fallen under the bond issue currently in place once all the air conditioning is complete; however, in proceeding with the bond issue projects, these two require removing all the ceilings to install the appropriate duct work and piping. He said the committee felt, at this time, it would be appropriate to change out all the lighting while the ceiling is out, but because of the wording in the bond issue, bond money cannot be spent on lighting until all air conditioning is complete, and felt it is only logical to replace the lighting while the ceilings are out, and not have to pay for the project twice. Ms. Phelps also asked about HVAC projects and how they become capital projects and not bond projects? Mr. White explained that in reviewing the 2004 bond issue, for some reason the auditorium and gymnasium projects for Caddo Heights, Newton Smith and Oak Park were missed. He added that even though the bond funds are not available at this time, and wanting to insure that the bond funds are available in the Year 6 projects, staff felt it critical to air condition these at this time from Capital Projects. He explained the current boilers at those schools for heating the cafeterias need replacing and this is staff's recommendation. Ms. Phelps asked for clarification and that this is scheduled for next summer. Mr. White responded that is correct. She stated that a couple of years ago she requested fans for Caddo Heights and had no idea they were not included. Mr. White further explained that after talking to the engineers, staff felt it worthwhile to recommend paying for it out of capital funds. Ms. Phelps also asked if Caddo Middle Career and Technology is still on schedule for completion in the summer of '08? Mr. White responded that is correct. Ms. Phelps also thanked Mr. White and the capital projects committee for the library at A.C. Steere. She also asked if it's the Capital Projects staff that comprises the Capital Projects Committee? Mr. White responded it is not, but that the committee is basically director level and above with input from the athletic supervisor, library supervisor, Fair Share coordinator, et.al.

Mr. Rachal inquired about air conditioning for Youree Drive Middle School's auditorium and is there a concern the funds will not be available in Year 6 of the bond issue to take care of Youree Drive? Mr. White responded he doesn't believe that is the case, because as an engineer, he is trained to be conservative, and a 4.25 percent inflation was figured in on the bond issue each year, so he believes there will be funds available, barring there are no unforeseen catastrophes that might deplete the labor market. Also, anything left over must come back to the board first for lighting retrofit. Mr. Rachal also asked if there is any possibility Youree Drive could be moved up on the timeline? Mr. White said that would be a board decision since the board approved it for Year 6. Mr. Rachal asked if there is any possibility in the Capital Projects where air conditioning could be installed at Youree Drive? Mr. Guin explained air conditioning of the entire school has already been funded in the bond issue. Mr. Rachal stated his disapproval since Youree Drive is bulging at the seams.

Mrs. Crawford expressed her appreciation to Mr. White for the library at A.C. Steere and asked about fencing for Broadmoor? Mr. White stated these decisions are made through the Security Department and his department addresses them based on the availability of funds. Mr. White said he will follow up with Mr. Murry and forward the information on these requests/priorities to Mrs. Crawford.

Mrs. Bell asked if Newton Smith and Oak Park are the only two schools where the cafeterias are not air conditioned? Mr. White said Oak Park was air conditioned last year, however, staff is trying to also upgrade the heating. Mrs. Bell asked if there are other schools in the parish that do not have air conditioned cafeterias? Mr. White responded they are all air conditioned. Mrs. Bell also inquired about fencing and if priority is being given to those schools in the high crime districts. Mr. White said he does not set the priority for fencing, but the recommendations are brought to his department from Mr. Murry when there are security issues at a school. Mrs. Bell asked if we are aware of any schools having security problems because there is no fence around that campus, and how quickly can this be addressed when Mr. Murry notifies Mr. White's department. Mr. White explained it varies, as his department can proceed with some small projects when there is an immediate need and the amount is below what is required to be bid, which requires a 28-day advertisement period and the time to get the plans for the project together before it is bid.

Mrs. Hardy asked staff to provide her with an explanation on why some schools' requests are on the list for a lengthy time and also the cost for adding a parking lot at Linear Middle School. Mr. White explained the requests for capital projects this year totaled approximately \$149 million and the annual budget for capital projects is \$14 million. He further explained a committee,

made up mainly of academic representatives, is convened to review all the requests and prioritize projects for every school in the district. He said there are some projects that the Capital Projects Department is mandated to do, i.e. requirements from the State Fire Marshall, health and hospitals that govern cafeterias, etc. that must be on the list. Relative to a parking lot at Linear, Mr. White stated it can certainly be done on the campus and the scope of the project is reduced by not having to purchase additional properties for the parking lot. He added staff addressed this request previously and its cost and will be glad to resubmit the information.

Mr. Rachal asked for a copy of what the schools have requested in the area of capital projects.

Resolution to LSBA Requesting Legislature to Support Change in State Testing Dates and Provide Necessary Funding for Testing Companies.

Ms. Priest stated there has been a lot of discussion about the calendar and the potential of starting school later; and realizing there are mandated instructional minutes that we have no control over, she believes the proposed resolution would address some of the issues and concerns expressed, and if passed, could help students and the educational systems across the state. She said this goes along with the district's priority goal to enhance and become pro-active in Legislative issues affecting education. Ms. Priest stated she believes there is strength in numbers and with Shreveport-Bossier hosting the LSBA Conference in February-March, she asked for the board's support of the proposed Resolution.

Mrs. Bell asked if the board will vote on this at the next board meeting? Ms. Priest responded it will be necessary for the board to do so because of the deadline of November 26th when resolutions are due in the LSBA office for the 2008 annual conference. Mrs. Bell stated her agreement with this resolution and asked if there will be an opportunity to meet with the local Legislative Delegation to discuss this? Ms. Priest explained she has asked staff to look at Caddo hosting a breakfast or some type of meeting with the local Legislative Delegation prior to the beginning of the Session to discuss with them a list of things we would like their support on. Mr. Guin also reminded everyone that the LSBA Convention will be held in Shreveport in February/March 2008. Mrs. Bell also inquired if Representative Mike Powell brought something similar in the Legislature last session. Mr. Guin indicated he believed he did, but reminded everyone that when the Legislature convenes after January 1st, there will be a different group of officials because of term limits.

Mrs. Crawford reminded everyone there was a bill and there is talk among the Legislators about this and believes this is a good idea for the board to get behind and support.

Policy Regarding Board Voting Procedures for Promotional Appointments. Ms. Phelps indicated she would like to share some information with the board at this time in addition to the information prepared by the board attorney and presented for the board's consideration and hoped that additional information will be available for the next meeting. She asked legal counsel if a meeting had been held with staff on the existing policy? Mr. Abrams responded that last month this item was listed on the agenda under Policy GCO, and he met with Human Resources to discuss Policy GCO as well as the provided information on voting procedures. He said after looking at Policy GCO, it was very clear that it and other policies concerning promotions need to be revised and it will not be a simple process. Some of the things requested in Policy GCO, which was way before the Personnel Files Act, are not allowed now because of state law, and some of the information could not be distributed without consent. Additionally, there is a portion relative to how people are promoted and the procedures that have been used. He said he understands some of the procedures were changed several years ago under a prior superintendent, so therefore, there are some differences in the way we are doing things now compared to what board policy says. He said there is more than one policy needing revised as to how and what needs to be done and this will be brought back to the board. He announced that Ms. Phelps asked for this item concerning the voting procedures to be brought to the board and the section presented was extracted from Policy GCO to be used as a part of board procedures if the board so desires based on Ms. Phelps' recommendation to the board. Ms. Phelps again asked Mr. Abrams to clarify that we will be working on two different issues when she actually comes forth with a motion, and if this is an addendum to a policy in place or a separate policy? Mr. Abrams explained this would be a separate policy in and of itself as there are policies on board procedures addressing when and how an item can be brought, how many times one can speak to it, etc., so this is basically a procedure as to what the board does and does not have to deal with Policy GCO, as this a totally separate item from whenever administration makes

recommendations for promotion. He also added there will be two other policies, because it is not just GCO. Ms. Phelps shared with the board she had wished to share additional information today; however, she has not prepared the very extensive explanation as to why she is requesting that the board vote on the personnel recommendations individually. She stated she does not have a motion today, but will be bringing forth her concerns relative to why she is requesting the board look at this a little differently in greater detail at the next meeting and clarified she will have a motion at the next meeting.

Mr. Burton stated as a point of information that he believes the steps are already in the boards' policies and procedures for personnel appointments relative to being put on consent and a board member can separate or pull a particular recommendation from consent. Mr. Abrams said he agrees that personnel recommendations can be placed on consent, but just because it is called consent does not mean that's the way it will go, because in actuality, if one member of the board does not want it on consent, it is taken off consent and at that point, a vote can take place on that particular individual. However, if the board decides it does not want to accept a board member's request to take it off consent, then the board moves forward with a vote as to how the recommendations will be addressed. Also, as today, when there are personnel recommendations on a special call meeting agenda, there is no such thing as consent and if there are three or four recommendations, and a board member wishes to split one recommendation out, it would require a consensus of the body to do so or a majority vote. He further explained the way it is written, anytime administration presents, it's a vote individually; however, if a motion is made to approve all personnel recommendations and there is no point of order called, the board can vote as it always has voted. Also, as it is with the board's policy and during the work session, and the back up material is not available, the board votes on that item without a 2/3 vote; but if a point of order is called, the president must listen to the point of order and the point of order should win because the rule is one must have the backup. Mr. Burton said again that what he is talking about and the board already has a procedure in place; and while he understands Board member Phelps' interest in this, he believes it is redundant and doesn't know of a time when the board denied a board member's request to remove a particular recommendation from consent. Mr. Guin reminded the board that it's o.k. to ask questions, but the item should be debated at the regular board meeting.

Mrs. Bell said she agrees with Ms. Phelps and we need to vote individually. Mr. Guin indicated that is his point and if a board member has a question for information, now is the time to ask for information, but debate should be at the board meeting when the motion is voted on. Mrs. Bell stated her question is for information and asked about the two issues referenced to be discussed. Mr. Abrams responded no, the item on the agenda is the voting procedure and the separate issue is Policy GCO and the other promotional policies that address how people are promoted, what is looked at and what is presented to the board, which is a different issue not being brought at this time. Mrs. Bell said that is her question and the procedures followed when people are promoted and asked if she needs to wait? Mr. Abrams responded if the board has ideas, he will take those ideas and present them to administration.

Ms. Phelps asked for clarity on the difference between debate and talking in the work session; and that even though the motion has not been brought forth, is it not appropriate to hear comments from the other board members? Mr. Guin responded it is not and that this is the opportunity for board members to ask questions about items on the agenda. He said the issue will be debated at the board meeting, at which time the board will vote on the item. Ms. Phelps asked if the debating is the comments? Mr. Guin restated that arguing back and forth and debating the pros and cons of the item is a debate. Mr. Burton said he has a problem with that explanation because when the work session was created it was so questions could be answered at the work session and if someone has an opinion, they should be able to share that information at the work session. Mr. Guin explained he is not stopping any board member from asking any question or getting any clarification toward making a decision; but when the same comments are repeated in an effort to convince other board members to vote a certain way at the board meeting, then there is no reason for it to be taking place at this meeting. He said we are not looking for a motion at this meeting and technically, the board member who has the agenda item does not have clarification on the table as to what the motion will be. Ms. Phelps responded she knows what the motion will be, but only stated she has some evidence as to why she is bringing this, and she doesn't have it tonight. Mr. Guin said this is when the information should be presented, at the work session. Ms. Phelps said she has more information to share at the meeting, but she doesn't think that has anything to do with talking about the issue at this time. Mr. Guin stated if he has

an item on the agenda, he believes he would have all the information on that item at the work session for the discussion; but, announced to the board to continue discussion on this item. Ms. Phelps stated her understanding, but Mrs. Bell was speaking and was not allowed to finish her comments, and she is very interested in what Mrs. Bell has to say. She said she agrees with Mr. Burton that it does cut down on the discussion at the general meeting, but she thought we were here to hear any comments and her motion will still be around the same topic.

Mrs. Crawley indicated she only wishes to understand between the lawyer's comments and what Ms. Phelps is proposing and if Mrs. Phelps' proposal would mean the individual recommendations will be listed on the agenda and the board would vote on them one at a time unless someone asks that they all be on consent? Mr. Abrams stated he understands the standardized procedure basically says the board would vote on each one individually; however, it does not mean it would have to be done that way every time. A board member can move to approve personnel recommendations and if the motion passes, it will approve all recommendations listed unless someone raises a point of order. He said the point of order would allow a board member to request that all be approved, but one be voted on separately. Ms. Phelps said what we really have is a procedure and not a policy and believes we run into problems when we don't have a policy in place but just practices. She added there have been times which have been very uncomfortable for her when the board as a whole does not agree to separate recommendations based on the fact that one board member may have a personal concern and she would elect to vote individually rather than to "rubber stamp" just because it's a recommendation. She added there have been times when the motion has failed for one to separate an item – when the superintendent has said they would separate that item and it has not been done. She said that has been a concern of hers since she has been on the board and is why she brings this item and will have additional information to share with the board members. She said she believes if they are listed separately and if the board agrees to vote on them all together, then one board member is not looked at and questioned as to why they would want to separate that item. She indicated she has discussed her concerns with the superintendent and human resources and that she could not support a recommendation and she doesn't believe she should have to abstain on all the recommendations. Ms. Phelps said this is in support of those things she has experienced personally as she does take responsibility for her votes and doesn't have a problem explaining what she does to the constituents who have placed her in the position on the board. Also, she restated her understanding we do not have a policy and it has only been procedure and this will basically undo what we have been doing because persons are different, contracts are different, the situations are different and board members have a right to vote individually if they choose to do so.

Mrs. May stated her support of the statements made by a fellow board member as she too has been in precarious positions when she had to vote against all persons recommended by staff and she has not always wanted to vote for every recommendation made.

Mrs. Bell stated that board members now receive mailout packages on Friday to vote on at the Tuesday meeting and doesn't allow the board to know anything about the ones being promoted, thus she agrees the recommendations should not be listed all together. She said if board members wish to discuss it with the superintendent or another, there would not be time to remove that recommendation until it is discussed with the appropriate staff.

Policy on Cell Phone Use. Mrs. Bell stated that copies of the policy on cell phone use are at board members' stations and noted her concerns with Sections A. and C. She said she believes this invites students to violate the policy on cell phone use and noted recent incidents of misuse all across the parish. She stated students are using cell phones whenever they choose to call home at anytime during the day, and the board has also allotted the funds to put a cell phone in the hands of the employees in their classrooms so in case anything happens, that employee can call for help. She explained it is known that students are using their cell phones all through the day and are texting the tests, pictures of everyone and employees are scared that if they even discipline a child, a child will be use their cell phone to take pictures or text someone. Mrs. Bell stated she believes it is time for the board to do something and asked that the committee look at these two sections of this policy. Mrs. Bell stated she desires removing from Section A. *that no student unless authorized by the principal or designee shall possess* and she wants it to read *that no student shall possess or operate any electronic telecommunication and add cell phone to that from 7 a.m. until the end of the academic school day.* She stated she wants the same thing for Section C. She said students are intimidating the teachers, and she understands when

implementing this, parents will be saying they need the phone; but she only wants it where no one shall possess a cell phone until after the school day. She said the teachers have intercoms and phones provided by the district to contact someone in the event of an emergency and help is needed. Mrs. Bell asked should she give what she is wanting to the Discipline Committee? Mr. Abrams explained the Discipline Committee has met and made recommendations and when these recommendations are brought to the board, any board member can make a modification to that recommendation. He added the comments made by Mrs. Bell were not a part of the Discipline Committee's recommendation, but the committee did discuss this particular policy for approximately 2 hours and determined students could have the phones after school, which is how the policy currently reads. Mrs. Bell said the statement in the policy referencing "unless authorized by the principal..." is allowing a leeway and she believes this should be removed. She said if they want the phones, the students can meet the principal in the office at 7:00 a.m. She shared with the board an experience in another state where a teacher was administering a national test and someone was texting answers via the cell phone. She asked staff to share with the Discipline Committee that she wants this change and she believes she can get the support. Mr. Abrams said the committee has met and will make a recommendation to the board and the board can accept the committee's recommendations, make any changes or motion they wish. He further explained this committee is established by state statute and is composed of certain members according to state statute and includes a board member. Mrs. Bell said that is what she needs to know about committees, as she is the board member and she would like the Discipline Committee to look at what she wants along with their ideas. Mr. Abrams stated the committee will make a recommendation and the board can approve it, not approve it, or change it. Mr. Guin said even if the committee does not make a recommendation, a board member can recommend changing the current policy however it wishes as long as there are seven votes for it. Mrs. Bell said she also wants the committee to look at C. where it addresses students can go to their cars to get the cell phones and asked about the Discipline Committee deadline for November 12th.

Dr. Mary Nash Robinson explained the Discipline Review Committee met and addressed the policy on cell phones and is preparing to make a recommendation. She explained since there was so much discussion on this issue, she drafted the minutes of the Discipline Review Committee's meeting and sent them to the members, asking them to make any changes or corrections by November 12th, and at that time, she will formulate the committee's recommendation and forward it to the superintendent.

Mrs. Crawford asked who will enforce these recommended changes to this policy; will we go through backpacks and purses or if a cell phone is seen, will it be confiscated? She also referenced Section E. which says nothing in the policy shall prevent the use or operation of any electronic telecommunication device by person in the event of an emergency, which she believes contradicts the other statements. Mrs. Crawford stated she understands this is a problem, but would just like to know how we can enforce it. Mr. Abrams explained the way the policy is currently written, one cannot have a phone in one's possession during the time of school and we knew when this policy was passed that at 3:30 all the cell phones could show up. He said the board knows there are parents that want their children to have cell phones in order to call them when they have extracurricular activities after school and the main buildings are closed. He added that regarding the first section stating *no student unless authorized by the principal*, he understands certain principals authorize those phones to be in the lockers or away from the classroom, and this is a training issue. He said it is not a simple issue and believes that one of the major recommendations from the committee will be on the actual discipline part and if the phone is seen in a student's possession, is used, or rings, then the phone will be kept for two days before it is returned to the parent. He said unless the board is willing to ban cell phones all together, he believes it is a matter of training the administration on addressing the misuse.

Ms. Priest stated that she doesn't believe students should be going to and from cars during the school day and also, she believes students should be coming to school to learn and it's the board's responsibility to take back control of the schools, as well as the classrooms. She added the board is charged with ensuring that every child when they come to the classroom is in a learning environment and cell phones are a disruption to the learning environment. Ms. Priest shared with the board a meeting she, Mrs. Bell and Mrs. Crawley attended in which some of the things were discussed and that children really do want to be disciplined.

Ms. Phelps stated she was in the Discipline Review Committee meeting, and despite Mr. Abrams' comment that it's not a simple matter, she believes it is. She said she believes parents

have a different view, and there were different views in the meeting, and shared with the board that she asked that the wording “unless authorized by the school principal or his designee” be deleted and remembers that the committee was not very receptive. She said she also asked what they wanted the board to do and the answer was basically to enforce the policy. Ms. Phelps said it was very clear that all the principals and administrations do not enforce the policy, meaning if they see the cell phone, it should be off and her position is that if the phone is seen, it should be confiscated. She stated that Section C. was also discussed and the administration training issue was discussed at length and that if the board has a policy, administration is expected to enforce that policy. She said it was also questioned whether or not administrators were aware of how to discipline this issue, what to write up, etc. She again said she believes it is real simple and she has shared the fact of taking back control and there is no reason for a cell phone to be seen in the school building during the school time. Ms. Phelps said she doesn’t care if they all appear after 3:00, after school, and believes if the phones do appear at that time, administrators will not question where they came from.

Mrs. Bell noted that with a first offense, the device is confiscated and returned to the parents and she believes the consequence should be something that the students won’t quickly forget, i.e. take the device for seven to eight days and then return it to the parent. Mrs. Bell requested that the Discipline Review Committee look at this also.

Mr. Rachal stated that he remembers being in school and there being a rule about bubble gum and students were not to have bubble gum, but as long as it stayed in your pocket and it didn’t disturb anyone, it was perfectly fine. He added we are now in a different time, a time where he requires his daughter when driving from college to call him every 15 minutes so he knows where she is. Mr. Rachal also referenced incidents recently where women were robbed in parking lots during the daylight hours, and in addressing safety and security, he believes if the phones are in a student’s pocket and not disturbing anyone, he doesn’t have a problem with it.

Mrs. Bell called for a *point of order* as this has nothing to do with her agenda item. Mr. Rachal stated his *point of order* is he has the floor. Mrs. Bell said he’s not talking about the schools, but about WalMart and safety of self, and she is not talking about taking the phones from adults, but from the students at school. Mr. Guin stated Mr. Rachal is talking about cell phones and his argument is you can have it as long as you don’t use it. Mr. Rachal said he believes this is a very logical point about safety and security, and if the phone rings, we are going to take it from the student, keep it a few days, and make the parents pick it up, which hopefully will make students and parents take the rules more seriously.

Ms. Phelps stated she believes it should be clear, and the committee knew it would not be that we are looking for the phones; safety was also an issue and the committee did discuss the schools having phones; and if a student has an ill parent or family member that it would be appropriate for them to call the school rather than the student while in class.

Mr. Ramsey stated he believes everyone is aware of the need to have a better policy, but at the same time and in dealing with any type of discipline, it will have an impact on those who must implement it, i.e. if it’s the classroom teacher, it’s going to take away from the teaching; if it’s part of the already over-worked staff trying to handle fights, etc. someone has to handle it. He said if the board is considering a more strict policy, the board needs to consider giving the schools the necessary resources to implement the policy.

Mrs. Bell added the resources are there, and that is why the board provided the funds to place phones in the classrooms for the teachers and she is saying no cell phones during the school day in students’ possession. She said she also believes we need to be more observant of the employees’ use of the provided cell phones. Mr. Guin asked Mrs. Bell for clarification and if she will be making a motion on Policy GCBC? Mrs. Bell indicated she will be making a motion regarding the old policy on student discipline. Mr. Guin asked if the Discipline Committee will be bringing forth a recommendation prior to the board meeting. Dr. Robinson responded that the plan is to bring a recommendation for the regular meeting in November. Mr. Guin asked when did the committee meet? Dr. Robinson responded the committee met on October 23, 2007. Mr. Guin stated he is having a hard time understanding why the committee would meet on October 23rd and an agenda item is on the November board meeting without a recommendation from the committee prior to the work shop. Dr. Robinson further explained there was so much discussion at the committee meeting that when preparing the recommendation, she had some questions

about what actually occurred in the meeting; thus, she sent a copy of the minutes to the committee for review, to make changes or corrections, and return them to her by November 12th. At that time, she said she would take the additional input and formulate a recommendation. Mr. Guin further stated he understands Mrs. Bell has the item on the agenda and normally when the Discipline Committee makes a recommendation, it is brought to the board through the staff. He asked if it is the intent of the Discipline Review Committee to bring an item concerning cell phones to the board in November. Dr. Robinson responded no, it was not. Mr. Guin also asked if, based on the fact that Mrs. Bell has an item on the agenda, the committee is rushing to bring a recommendation to the board? Dr. Robinson responded that is correct. He said he is asking these questions for the reason that we will basically have a motion made by Mrs. Bell which will either be centered on an old policy or a rendition of the new policy with changes. Mrs. Bell said that is correct. Mr. Guin indicated he is asking for clarification for the purpose of setting the consent agenda and he will not put it on consent until the policy is received and the board understands what the motion will be.

Mrs. Bell said she wants this implemented as quickly as possible, at least by the first of the year, and she doesn't want the item held up another month.

SUPERINTENDENT'S REPORT

Mrs. Crawford announced that Item BB can be removed from the agenda, but she would still like to see the plan continued to be developed. Mr. Watson stated staff has addressed physical incentives, but is looking at financial incentives and asked if that meets with what she had in mind? Mrs. Crawford responded it does.

Ms. Priest asked that Item GG be removed from the agenda and that staff provide an update on Item AA by the next meeting. Mr. Watson asked if she desires something scheduled with the Legislative Delegation? Ms. Priest said she does prior to the Legislature.

Mr. Burton asked that Item Q be removed; and stated Item N can be removed, but he would like to receive updates on this item.

Mrs. Crawley asked that Items HH and EE be removed and that staff provide additional information on Item F as to why the teacher left Caddo and went to another parish.

Ms. Phelps asked if there is any update on implementing the Summer School for the off grades next summer? Mrs. Gunn responded a committee is working on this request. Ms. Phelps stated she did receive the initial information on Item S, Creation of a Parishwide Grade Level Project, regarding what we already do, but not what she asked that we begin doing. Mrs. Gunn responded that the information included that staff would address this through the Wellness Policy, as a project for all schools. She added that discussion has also been held on a project for the 3rd and 8th grade Social Studies. Ms. Phelps asked what is the Wellness Program? Mrs. Gunn responded it's the Wellness Initiative the board has in place. Ms. Phelps said she specifically asked about a project similar to the 6th grade project and 7th grade with Social Studies where they are studying World History and cited a school that has a Day Fair that coincides with History. Mrs. Gunn indicated that is what staff said they would do with the 3rd Grade and the 8th Grade since the board purchased the new Social Studies books for those grade levels. Ms. Phelps stated she thought she asked for 5th, 6th and 7th grades, and she asked for these off grades because there were some schools that already had programs in place, and she didn't intend for staff to create a program in a grade we don't have. She said it was initially behind the schools that already have something in place that we could stretch throughout the parish with the curriculum staff getting together. Mrs. Gunn explained we will have to work with each school individually because some schools have resources provided by parents that others may not. Ms. Phelps said that is what she asked staff to look at and she knows this, even if it is not on the same scale. Ms. Phelps asked the superintendent if she needs to meet with staff to basically provide more explanation, because she believes if one school is doing it and has been doing it, and we are talking about collaboration throughout the district and that is what is bothering her, we know some schools have more funds than others, but there is no reason why we can't have the same type of projects throughout. Mrs. Gunn noted Ms. Phelps' example of Caddo Middle Magnet and the Renaissance. Ms. Phelps also noted the 5th graders at South Highlands that do a study on Louisiana. Mrs. Gunn agreed and there are a lot of other schools doing the same thing. Ms. Phelps said she knows the sources come from elsewhere, but if we can look at creating

something along the same lines, it will be beneficial across the district. Mr. Watson stated that part of the dilemma for the staff is schools will do an enhancement and they have buy-in from the parents, but staff is unsure if Ms. Phelps desires to mandate these enhancements to curriculum. Ms. Phelps stated she doesn't know if it's so much a mandate, but if we are all here to enhance the learning for the students, why would it be an issue. She said she is not being funny, and it's already in the curriculum, it's nothing extra, but only an enhancement to what they are already learning. She said she knows we are bogged down with testing and it's all in the books, but there is some fun in learning, and this would be something that is only once a year and not every school every year. She asked how much do we need to twist the arms of the administrators? Mr. Watson asked if she wants staff to encourage them or try to make it a policy, as we have talked to the individual schools, i.e. the Science Fair, and asked Ms. Phelps for some idea as to her thoughts on this? Ms. Phelps responded the Science Fairs are fairs and what she asked for was the projects with the middle magnet issue, , i.e. the Renaissance, the World History lesson, the costumes. She further stated that Caddo Middle Career and Technology may not do it exactly as Caddo Middle Magnet, but the concept is the same. Ms. Phelps asked if the grade level persons and chair persons from the schools have gotten together to discuss how it can be done across the district? Again, Mr. Watson asked Ms. Phelps if this is something she wishes staff to design as a blueprint for other schools to follow and encourage them. Ms. Phelps responded yes and said she thought the middle school director, middle school principals and whomever else, i.e. grade level chairperson, would come together and share what some of the schools are doing and how it can be implemented at their school, either all or in part next year. She said she believes the response was left hanging. Mr. Watson stated he thought staff responded to the grades we were going to do something and then we were also going to address something through the Wellness Initiative. Ms. Phelps indicated she really didn't ask for Wellness, because this was being done anyway and not anything new. She said she gave the examples of what she was looking for and this was not addressed; and the response was given as far as what is already being done with SciPort, etc., and this is not grade level at the school. Mrs. Gunn asked about the examples given that Caddo Middle Magnet and South Highlands are doing, and she maybe interpreted inappropriately, but she thought this was an example of what she thought grade-level projects should look like and not that staff needed to take these to all the other schools and see if they could be replicated at those other schools. Ms. Phelps said that is what she thought she said, but maybe she didn't and that's why she didn't have any intent on staff coming up with something new and she definitely wants it to be curriculum related. Mr. Watson responded that staff can take the enhancements and good things being done in other schools and meet with the directors to share with the other schools.

Ms. Phelps stated she did receive the information on Item T. regarding the VH1 Music Program; however, her request of staff was to explore the implementation of the VH1 Music Program where needed in District 6. She said she already knew the schools as well as how the program works, but she did not receive what we were going to do or how we were going to do it and the answer given her was under the guidelines that schools in District 6 that qualify for this program and the schools were listed. Ms. Phelps said she doesn't believe she received an answer that we would implement this program in the schools in District 6. Mrs. Gunn stated that those who qualify will proceed with implementing the program. Ms. Phelps asked Mrs. Gunn what did she mean? Mrs. Gunn responded that the schools that would qualify for the program under the guidelines we have. Ms. Phelps inquired whether or not we asked the schools to apply? Mrs. Gunn explained staff conveyed to them they qualified and had the opportunity to apply. Ms. Phelps again stated they did not answer her request. Mr. Watson stated he believes what Mrs. Gunn is saying is every school did not qualify, but every school that did qualify was given the opportunity. Ms. Phelps stated again that was not in the response as the response to her was the schools in her district whom she already knew would qualify, did not have a music program, so when she asked staff to look at the program and see who would qualify and how it could be implemented and wanted to see that they did apply. She knows there was discussion through the principals, and she was looking for the response that staff has talked with so and so, they are interested, and they were encouraged and that is not the response she received. Mr. Watson stated staff will clarify it for Ms. Phelps.

Ms. Phelps also asked that Item U. be removed from Superintendent's Report.

Mr. Rachal asked that Item L. be removed; and if Mrs. May is in agreement, also Item Y. Mrs. May stated her agreement for the item to be removed. Mr. Rachal also asked for an update on the Bible History curriculum. Mrs. Gunn responded a committee has assembled to review the

textbook and announced that staff has had some difficulty in getting some of the materials from one of the groups. Mr. Rachal stated he will contact someone to assist in getting the information. Mr. Rachal also noted that staff has followed up with looking at the lockers at Captain Shreve and they are in total disrepair. Mrs. Gunn said a group did follow up and look at this and Alan Carter will be following up regarding the cost. Mr. Watson added that Mr. Carter is doing an assessment and looking at possible funds through athletics.

Mrs. Bell thanked Mrs. Flowers for the information relative to Item E regarding the vocational program at Walnut Hill and how we can secure something for the program. Mrs. Flowers stated she is not aware of what funding might be available for the career module, but she did reply how a principal should go through the process of asking for a vocational program and working with the director. Mrs. Bell responded she received that response and asked about being able to secure the program. Mrs. Flowers explained some schools use Title funds and some schools in the early years used TanF funds, but these are no longer available. Mrs. Bell asked that she, Mrs. Flowers and Mr. Hardison visit further about this since it was explained one way how to do this without the Title I funds. Mrs. Flowers further reported she met with Mr. Hardison, the assistant principal and also with Mrs. Gunn. Mrs. Bell said there must be some way something can be done. Mrs. Flowers responded funds are not available unless it's through the school, the school board, or grants outside the system. Mrs. Bell asked that Item W be removed from the Superintendent's Report. Mrs. Bell also stated she has not received the information on Item X and she would like to know what staff is offering when recruiting new teachers. Mr. Watson asked Dr. Robinson to provide an updated recruiting packet to Mrs. Bell. Dr. Robinson indicated she thought she had responded to Mrs. Bell's request, but will contact her further about this. Mrs. Bell also asked for an update on her request for a report on the hiring of an Information Technology Technician. Mr. Watson announced the one position has been hired.

Mr. Burton stated that, not to belittle anything anyone is saying, the work session is conducted for the purpose of those things that will be on the agenda at the next board meeting, and those items under the Superintendent's Report are for the individual who made the request. He added what one board member is interested in, another board member may not be interested in, unless the board member is interested in making an agenda item for board action.

ANNOUNCEMENTS AND REQUESTS

Mrs. Crawford asked that staff investigate the possibility of Broadmoor Middle Lab becoming a Year-Round School.

Mrs. Bell asked that staff provide her with the criteria for a student to participate at Caddo Career and Technology Center and the possibility of opening another career center that offers job skills for those students who do not meet the criteria for CCTC.

Ms. Priest asked that staff look at the feasibility, cost, practicality, and implementation requirements for phasing in additional social workers in our schools, especially the Academically Unacceptable Schools.

Mr. Guin asked that Debbie Lohnes pull the minutes over the past 12 months prior to the next regular scheduled meeting and provide the date and the school associated with a request by a board member to separate a personnel recommendation that was denied by a vote of the board. Ms. Phelps stated that to save time, she has the two situations. Mr. Guin responded staff will provide the response.

Mr. Guin reminded board members that the executive session for interviewing superintendent applicants will resume at 4:00 p.m. on Wednesday, November 7th and he also reminded the board there will be an agenda item in December titled *The Election of Officers*. He said the election will take place in December and officers will take office in January.

Ms. Priest asked that the minutes of the October 29, 2007 minutes on page 2 be corrected to reflect her vote for Dr. Aquine Jackson.

Mr. Abrams asked that on Page 1 of the October 29, 2007 minutes, under Queen Sized, that the minutes be corrected to reflect that *Mr. Abrams also explained that there is a provision in the*

*agreement that the school, students, and administration will be held..., and it should be that the school, students, and administration will **not** be held*

Mrs. May announced that this past week she had the privilege to attend the Council of Great City Schools Conference in Nashville, Tennessee and to also attend a presentation on Content Coaches by four of Caddo's employees. She said the staff did a great job and were asked to bring a content coach with them the next time they conduct this presentation.

CONFIRM THE AGENDA AND CONSENT AGENDA

Mr. Guin recommended items 9-16 as the consent agenda. *Mr. Burton moved, seconded by Mrs. Crawford, acceptance of the agenda and consent agenda for the November 20, 2007 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on the item regarding cell phones and noted this is the second month in a row that information was not made available on a policy and substantial changes were made since it was first introduced. She said she believes the board is doing a disservice to the employees and to the public by not providing the information and allowing the public to review and be able to ask questions prior to the board voting on it. She also stated that at the last meeting there was a policy before the board that was discussed and no one knew what policy passed until they saw it in the minutes. She asked the board to follow its own policies. Mrs. Lansdale also noted, relative to this same item, that a Discipline Review Committee is in place, and they have a representative on that committee. She said the cell phone policy has been discussed and she feels very comfortable that person will represent us, and encouraged the board to wait for the Discipline Review Committee whether in November or December and allow them to bring their recommendations to the board. Mrs. Lansdale said as an employee organization, one of the things they recognize is why parents want their children to have cell phones, and it's not just for convenience, but they want to believe their children are safe on the school campus. She also stated there are situations where, for example, a student told a teacher he was going to put her six feet under, a student who said he was going to come packing to school, and that student is still at that school site today, and it's difficult to convince the parents at that school that their child should not have a cell phone.

Jeff Roberts, assistant principal at Southwood High School, addressed the board on the cell phone policy and his support of Mrs. Bell's opinion in this regard as cell phone usage on their campus is a tremendous problem. He stated he understands safety is a precaution and a concern for everyone, but it's the administrators' and educators' job to ensure the safety of each and every student on the campus, and not the student's job to ensure that via a cell phone conversation and/or texting with parents throughout the day. He added one of the biggest problems he has as an administrator is teachers are collecting cell phones all day long and parents are coming to the office before the cell phones ever get to the office from the teacher who has confiscated them. He said the two-day rule is not sufficient and if we are going to address this problem, there needs to be an all or nothing policy, a total ban on electronic devices on any campus, and asked the board to take this into consideration when looking at this policy.

Annie Pearl Wilson, retired Caddo teacher, stated she concurs with Mrs. Bell and that we do need to take our schools back; and if teachers have telephones and cell phones in the classroom, this is enough. She said one of the reasons we are having so much trouble with our children is we are letting them rule us. Mrs. Wilson said the students need to be focusing on education and the cell phones don't need to be in the schools.

Adjournment. *Mr. Burton moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 7:05 p.m.*

November 5, 2007

The **Caddo Parish School Board (CPSB)** met in *special session* in its office (Room 1) at 1961 Midway Street, Shreveport Louisiana at 4 p.m. on Monday, November 5, 2007, with President Phillip R. Guin presiding and the following board members present being a quorum: Eursla D. Hardy, Willie D. Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Legal Counsel Reginald Abrams was also present.

The president said the purpose of the special school board meeting is for the board to entertain a motion to go into executive session to interview candidates for the position of superintendent of Caddo Parish Public Schools.

Mr. Burton moved, seconded by Mrs. Armstrong, to go into executive session until approximately 6:25 p.m. to interview Mr. Rodney Watson, candidate for the position of superintendent of Caddo Public School. Vote on the motion carried unanimously, and the board went into executive session at approximately 4:07 p.m.

Recess. The CPSB recessed at approximately 6:20 p.m. and the president said the school board would reconvene on Wednesday, November 7, 2007 at 4 p.m. in Room 1 of the Caddo Parish School Board office complex to continue interviewing applicants for the position of superintendent of Caddo Public Schools. School board members and Mr. Watson relocated to the board room to engage in a media conference and public reception at 6:10 p.m.

Reconvened – November 7, 2007

The Caddo Parish School Board (CPSB) reassembled to continue its executive session in Room 1 of the Caddo Parish School Board office complex at approximately 4 p.m. on Wednesday, November 7, 2007, with President Phillip R. Guin presiding and the following school board members present being a quorum: Eursla D. Hardy, Willie D. Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Legal Counsel Reginald Abrams was also present.

The president announced the CPSB is reconvening for the purpose of interviewing Dr. Aquine Jackson, candidate for the position of superintendent of Caddo Public Schools. The executive session began at approximately 4:15 p.m.

Recess. The board recessed at approximately p.m. and the president announced the board would reconvene on Thursday, November 8, 2007 at 4 p.m. in Room 1 of the CPSB office complex to continue interviewing applicants for the position of superintendent of Caddo Public Schools. School board members and Dr. Jackson relocated to the board room to engage in a media conference and public reception at approximately 6:30 p.m.

Reconvened – November 8, 2007

The Caddo Parish School Board (CPSB) reassembled to continue its executive session in Room 1 of the Caddo Parish School Board office complex at approximately 4 p.m. on Thursday, November 8, 2007, with President Phillip R. Guin presiding and the following school board members present being a quorum: Eursla D. Hardy, Willie D. Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey and Dottie Bell. Ginger Armstrong was absent. Legal Counsel Reginald Abrams was also present.

The president announced the CPSB is reconvening for the purpose of interviewing Dr. James Dupree, candidate for the position of superintendent of Caddo Public Schools. The executive session began at approximately 4:15 p.m.

Recess. The board recessed at approximately 6:20 p.m. and the president announced the board would reconvene on Friday, November 9, 2007 at 4 p.m. in Room 1 of the CPSB office complex to continue interviewing applicants for the position of superintendent of Caddo Public Schools. School board members and Dr. Dupree relocated to the board room to engage in a media conference and public reception at approximately 6:30 p.m.

Reconvened – November 9, 2007

The Caddo Parish School Board (CPSB) reassembled to continue its executive session in Room 1 of the Caddo Parish School Board office complex at approximately 4 p.m. on Friday, November 9, 2007, with President Phillip R. Guin presiding and the following school board members present being a quorum: Eursla D. Hardy, Willie D. Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, and Dottie Bell. Larry Ramsey was absent.

The president announced the CPSB is reconvening for the purpose of interviewing Dr. Chester Juraska, candidate for the position of superintendent of Caddo Public Schools. The executive session began at approximately 4:15 p.m.

Adjournment: The board adjourned at approximately 6:20 p.m. and school board members and Dr. Juraska relocated to the board room to engage in a media conference and public reception at approximately 6:30 p.m.

Rodney Watson, Interim Secretary

Phillip R. Guin, President

November 27, 2007

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, November 27, 2007 with President Phillip Guin presiding and the following school board members present being a quorum: Eursla Hardy, Willie Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Interim Superintendent Rodney Watson and Legal Counsel Reginald Abrams. Mrs. Hardy led the invocation and the Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE OCTOBER 16, 2007, OCTOBER 29, 2007, NOVEMBER 6, 2007 AND NOVEMBER 5, 7-9, 2007 CPSB MEETINGS

Mr. Burton moved, seconded by Mr. Rachal, to approve the minutes of the October 16, 2007, October 29, 2007, November 6, 2007 and November 5, 7-9, 2007 CPSB meetings as submitted in the mailout. Vote on the motion carried unanimously.

ESTABLISHING THE AGENDA AND PROPOSED CONSENT AGENDA

Mr. Guin announced Items 9-15 as the consent agenda. President Guin also announced that Item 16 "Policy Regarding Board Voting Procedures for Promotional Appointments" and Item 17 "Policy on Cell Phone Use" are postponed until December.

SPECIAL RECOGNITIONS/PRESENTATIONS

President Guin announced that those items listed for recognition at today's meeting have been postponed until the December board meeting. He also recognized Sheriff Prator who is in attendance to give the board a report relative to the Superintendent Search.

VISITORS

James Brown, parent, addressed the board on an incident involving his six-year old child on August 17 in which he believes his son, a student at Shreve Island, was abused and his civil rights violated. Mr. Brown shared with the board that his son was kicked in the groin and locked in the bathroom and how upset he is that someone has dropped the ball in this matter and he will not let it rest until justice is seen. He stated that charges have been filed and he has attempted to follow the proper protocol in seeing that this issue is addressed. He said he understands Caddo has indicated the matter has been investigated; however, he hasn't heard or can see that anything has been done to address the matter. Mr. Brown also shared with the board copies of statements made the day following the incident and that he didn't understand that talking in class, which his son admitted to, deserved this type of punishment. He asked that the board investigate this matter in a fair manner.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on the Federation's recent involvement in the local and statewide elections, including sharing their most pressing issues and concerns, as well as writing and sponsoring resolutions for the state convention which have now become a part of the Louisiana Federation of Teachers legislative program. She said the recommendations of the Interim Superintendent were heard regarding the calendar and the state testing issues would be best addressed at the state level. She shared with the board that the Federation, in its conversation with the state legislators, discussed the importance of a statewide uniform calendar with a later back to school date and how it is this mechanism that is needed to prevent students and employees from being on un-air-conditioned buses in 100 plus degree temperatures, to reduce the economic impact of cooling our school buildings in the hottest months of the year, to ensure that the comprehensive curriculum is uniform district to district and to force the review of high stakes testing in mid-March solely because that's when the negotiated contract says it will be given. She also reported that the Federation sponsored and passed a resolution at the state convention to broaden the diploma tracks in Louisiana for the college bound curriculum with high stakes testing addressing the inclusion of a skills and technical diploma that would have high stakes testing complementary to that plan. Mrs. Lansdale stated it is believed this will address the shortage of a skilled labor pool in the state and the high number of students who drop out due to the frustration regarding the college curriculum and high stakes testing structure. She also highlighted another resolution

authored by the Federation addressing IDEA being a set of rules and regulations specific to Special Education students including how they are disciplined. She said it is recognized that regular education students have a different set of disciplinary rules designed by the Caddo Board and the State of Louisiana, and when they were written, no one fully understood that students from both categories would be placed in the same classroom at the same time which has created chaos and inequity. She stated the Federation's resolution asks that the Legislative body and BESE establish laws and guidelines to restore order and discipline to the classroom for both regular and special education students. Additionally, the Federation passed a resolution for broadening the extended leave policy to include all classified employees. She stated that as the legislation is currently written only teachers and bus drivers can use up to 90 days of extended sick leave every six years which is paid at 65% of their salary, and it is not currently extended to other classified employees and stated that illness of one's self or family member is not limited to any classification. Mrs. Lansdale stated the Federation believes it is possible to extend this to employees at the local district level and encouraged the board to explore extending this right through local policy to all Caddo classified employees. She also stated that the Federation is prepared to offer any data it can so this can be included in the 2008-2009 local budget. Mrs. Lansdale also asked the board to revisit the policy recently passed prohibiting unauthorized surveys as the language is very unclear and leaves the door open for misinterpretation and cited examples such as who authorizes the study, how is authorization secured, does the policy mean that a Language Arts teacher can not fill out a professional survey during their lunch time or unencumbered time. She asked if the policy means when the Federation meets with the teachers and employee members after school, an opinion cannot be asked if they are still on school property? Mrs. Lansdale stated that while policies and procedures are important, she wonders what was broken, and if it is felt that a policy has been violated, why can't staff sit down with them and devise a protocol. She added the Federation's mission is the opportunity of quality education for all boys and girls and dignity and respect for those who provide it.

CONFIRM THE CONSENT AGENDA

Mr. Burton moved, seconded by Ms. Priest, to confirm the consent agenda. Vote on the motion carried unanimously. The following is a summary of the board's action on items categorized as the consent agenda:

Item 9. A., B., and C.

Personnel Recommendations. Per request from the superintendent, Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following personnel appointment as recommended by the superintendent and approved by the board: Deborah Killian, Professional Development Specialist. This appointment will receive the appropriate salary as reflected by the Caddo Parish School Board Salary Schedule applicable to the position to which she is appointed. Family members, administrators and friends present were also introduced.

Requests for Leaves. The following requests for leaves were approved as recommended by staff and included in the mailout.

Certified Personnel

Catastrophic Leave, November 13, 2007 – January 14, 2008

Emma Z. Bradford, Teacher, Atkins Elementary, 35 years

Leave Without Pay, January 16, 2008 – January 16, 2009

Kayla F. Mack, Teacher, Atkins Elementary, 3.5 years

Sabbatical Leave (Spring Semester 2008)

Amy Catapano, Teacher, Alexander Learning Ctr., 6 years

Gail G. Griffin, Librarian, A.C. Steere Elem., 31 years

Beverly Bridges, Librarian, Westwood Elem., 18 years

Sabbatical Leave (Medical) (Spring Semester 2008)

Nadia M. Whitaker, Teacher, Alexander, 4 years

Vicki Singer, Librarian, Sunset Acres, 20 years

Classified Personnel

Leave Without Pay (September 25, 2007 – January 4, 2008)

Della Hills, Food Service Tech, Fair Park High School, 23 years

Catastrophic Leave (October 17, 2007 – December 4, 2007)

Pamela Jackson, Bus Driver, Timmons Elementary, 10 years
Leave Without Pay (October 29, 2007 – January 8, 2008)
 Beverly Marshall, Office Clerk, Bethune Middle Academy, 2 years
Leave Without Pay (October 16, 2007 – November 12, 2007)
 Terrance Marshall, Bus Driver, Herndon Magnet, 3 years

Other (Hiring, Assignment Changes, Separations & Resignations). The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of September 26, 2007 – October 25, 2007 as recommended by staff and included in the mailout.

Agenda Item No. 10 A., B. and C.

Bids. The board approved the following bids as recommended by staff and included in the mailout on the bid tabulation sheets: (1) Musical Instruments and Equipment – DF Music Enterprise, Inc. totaling \$7,261.00; K&S Music totaling \$4,799.00; National Educational Music Company totaling \$22,537.00 and Washington Music Sales Center, Inc. totaling \$1,500.00 (2) Early Learning and Elementary Specialty School Supplies – Lakeshore Learning Materials percentage discount of 5%; (3) Early Learning General School Supplies – Catalog Bid – Childcraft’s percentage discount of 18%; (4) Library Furniture, Supplies and Video – Catalog Bids – Highsmith’s percentage discount of 5% and Teacher’s Media percentage discount of 10%; (5) Math, Reading and Science Specialty Materials – Catalog Bid – Recommend all bids be rejected and re-bid; (6) Early Learning Specialty Furniture and Manipulatives – Kaplan’s percentage discount of 20%; (7) Early Learning Technology and Toys – Recommend all bids be rejected and re-bid; and (8) Furnishing and Installing Vehicle Windshields, Side, Back and Door Glasses – Glass Works.

Agriculture Lease – Pine Valley. The board approved the following bid for the agriculture lease of Pine Valley: Bryan Brumley totaling \$100.00 per year.

Bids (Capital Projects/Construction). The board approved the following bids as recommended by staff and included in the mailout (or at stations) on the bid tabulation sheets: (1) T-Building Relocation at Summerfield, Project 2008-200F – Ark-La-Tex Air Repair with a base bid, for the sum total of \$112,720; and (2) T-Building Relocation at Caddo Magnet High, Project 2008-200D – Moore Enterprises with a Base Bid for the sum total of \$129,000.

Agenda Item No. 11

Approval of Qualified Zone Academy Bond Resolution. The board approved the following Qualified Zone Academy Bond Resolution as recommended by staff and included in the mailout.

RESOLUTION

A resolution giving preliminary approval to the issuance of not exceeding Three Million Dollars (\$3,000,000) of Certificates of Indebtedness (Taxable QZAB) of the Parish School Board of the Parish of Caddo, State of Louisiana; providing certain terms of said certificates; making application to the State Bond Commission for approval of said Certificates; and providing for other matters in connection therewith.

WHEREAS, the Parish School Board of the Parish of Caddo, State of Louisiana (the “Issuer”) desires to incur debt and issue not exceeding Three Million Dollars (\$3,000,000) of its Certificates of Indebtedness (Taxable QZAB) (the "Certificates"), for the purpose of paying the cost of rehabilitating or repairing schools and school related facilities, purchasing equipment and developing course materials for education to be provided at the Qualified Zone Academy and paying costs of issuance of the Certificates, said Certificates to be payable from a pledge and dedication of the excess of annual revenues of the Issuer above statutory, necessary and usual charges in each of the fiscal years during which the Certificates are outstanding, to mature over a period not exceeding 10 years and to either be non-interest bearing or to bear interest at a rate or rates not to exceed one and one-fourth per centum (1-1/4%) per annum; and

WHEREAS, the Issuer is not now a party to any contract pledging or dedicating the excess of annual revenues; and

WHEREAS, the Issuer desires to make formal application to the State Bond Commission for approval of the Certificates, and further to employ special bond counsel in connection therewith;

NOW, THEREFORE, BE IT RESOLVED by the Parish School Board of the Parish of Caddo, State of Louisiana (the "Governing Authority"), acting as the governing authority of the Parish of Caddo, State of Louisiana for school purposes, that:

SECTION 1. Preliminary approval is given to the issuance of not exceeding \$3,000,000, aggregate principal amount of Certificates of Indebtedness (Taxable QZAB) of the Issuer (the "Certificates"), in one or more series, pursuant to Sections 2921 to 2925, inclusive, of Title 33 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority, to be issued for the purpose of paying the cost of rehabilitating or repairing schools and school related facilities, purchasing equipment and developing course materials for education to be provided at the Qualified Zone Academy, and paying costs of issuance of the Certificates. The Certificates will be payable from and secured by an irrevocable pledge and dedication of the excess of annual revenues of the Issuer above statutory, necessary and usual charges in each of the fiscal years during which the Certificates are outstanding. The Certificates shall either be non-interest bearing or bear interest at a rate or rates not to exceed one and one-fourth percent (1-1/4%) per annum, to be determined by subsequent proceedings of this Parish School Board at the time of the sale of the Certificates, and will mature over a period not exceeding 10 years. The Certificates shall be issued in fully registered form, shall be sold to the purchasers thereof at a price of par, plus accrued interest, and shall have such additional terms and provisions as may be determined by this Parish School Board at the time of sale thereof.

SECTION 2. State Bond Commission Approval. Application is hereby formally made to the State Bond Commission, Baton Rouge, Louisiana, for its consent and authority to issue and sell the aforesaid Certificates, and a certified copy of this resolution shall be forwarded to the State Bond Commission on behalf of the Parish School Board, together with a letter requesting the prompt consideration and approval of this application. By virtue of applicant/issuers application for, acceptance and utilization of the benefits of the Louisiana State Bond Commission approval(s) resolved and set forth herein, it resolves that it understands and agrees that such approval(s) are expressly conditioned upon, and it further resolves that it understands, agrees and binds itself, its successors and assigns to, full and continuing compliance with the State Bond Commission Policy on Approval of Proposed Use of Swaps, or other forms of Derivative Products Hedges, Etc., adopted by the Commission on July 20, 2006, as to the borrowing(s) and other matter(s) subject to the approval(s), including subsequent application and approval under said Policy of the implementation or use of any swap(s) or other product(s) or enhancement(s) covered thereby.

SECTION 3. Employment. This Parish School Board finds and determines that a real necessity exists for the employment of special bond counsel in connection with the issuance of the Certificates, and accordingly the law firm of Foley & Judell, L.L.P., of New Orleans, Louisiana, is hereby employed as special bond counsel to the Issuer to do and perform comprehensive legal and co-ordinate professional work with respect to the issuance and sale of the Certificates. The fees to be paid said attorneys for the Certificates shall be in accordance with the Attorney General's Guidelines for Fees and Services of Bond Attorneys for comprehensive legal and coordinate professional work in the issuance of revenue bonds, plus out-of-pocket expenses incurred in connection with the issuance of the Certificates. A certified copy of this Resolution shall be forwarded to the Attorney General of the State of Louisiana for his approval of the employment and of the fees herein designated.

SECTION 4. Declaration of Official Intent. Prior to the delivery of the Certificates, the Issuer anticipates that it may pay a portion of the costs of the project from the General Fund. The project includes paying the cost of rehabilitating or repairing schools and school related facilities, purchasing equipment and developing course materials for education to be provided at the Qualified Zone Academy, and paying costs of issuance of the Certificates. Upon the issuance of the Certificates, the Issuer reasonably expects to reimburse any such expenditures of other available funds from a portion of the proceeds of the Certificates. Any such allocation of proceeds of the Certificates for reimbursement will be with respect to capital expenditures (as

defined in Reg. 1.150-1(b)) and will be made upon the delivery of the Certificates and not later than eighteen months after the later of (i) the date such expenditure was paid or (ii) the date on which the project was placed in service, but in no event more than three years after the expenditure was paid. This Section is intended to be a declaration of official intent within the meaning of Reg. 1.150-2.

A copy of the resolution is filed in the official papers of the CPSB November 27, 2007 meeting.

Agenda Item No. 12

Recommendation of Projects and Budget for 2008-2009 Capital Projects. The board approved the recommendations for 2008-2009 Capital Projects and Budget as recommended by staff and included in the mailout. A copy of these recommendations is filed in the official papers of the CPSB November 27, 2007 meeting.

Agenda Item No. 13

Pepsi Americas Signature on File Agreement. The board approved Pepsi Americas Signature on File Agreement to be used along with the contracts with Pepsi regarding the placement of vending machines as recommended by legal counsel and included in the mailout.

Agenda Item No. 14

Request for Use of School Buses by Southern University Shreveport. The board approved the request from Southern University for the use of school buses for the Educational Talent Search Program January 7 – March 12, 2008 as recommended by staff and submitted in the mailout.

Agenda Item No. 15

Policy Regarding Request for Information, Sexual Misconduct with Students. The board approved the proposed CPSB Policy *Employment – Request for Information from School Board Employers Regarding Applicant's Prior Sexual Misconduct with Students* as recommended by staff and included in the mailout.

ANNOUNCEMENTS AND REQUEST

Mr. Burton asked for a report on what can be done regarding the zeroes that are going back to the home school when the students are not taking the tests there and also when students are at an alternative school, School Choice, etc.

Mr. Burton also asked for an update on what the Caddo Parish School System is doing to prepare for Cyber Space (Cyber Command Center), i.e. Booker T. Washington, etc. that can be utilized to perform the human resources and technical resources for this program/project.

Mrs. Crawford asked that staff look into Broadmoor Middle Lab School becoming a year-round school. She also asked that Items EE and FF be removed from Superintendent's Report.

Mrs. Bell stated that she received the information on qualifications for a student to go to the Caddo Career and Technology Center, but did not see a grade point average listed. She added that understanding students must meet a certain grade point average to attend the Career Center, she asked that staff look into adding a new career center that will take students who do not meet the criteria of a certain grade point average.

Ms. Phelps asked that staff provide her a list of instruments in the music bid list that will be going to Woodlawn High School.

Mr. Guin asked that staff provide the board with a report on the investigation into the allegations presented by the visitor. Mr. Watson responded staff did conduct an investigation and will provide a report on the results of that investigation to the board.

EXECUTIVE SESSION

Student Readmission Appeals. *Mr. Burton moved, seconded Ms. Priest, to accept staff's recommendation for the students with initials Z.W., W.W. and D.B. Vote on the motion carried unanimously.*

SUPERINTENDENT SEARCH UPDATE

President Guin announced that at this time, and with no objection from board members, Interim Superintendent Watson was dismissed from the remainder of the meeting.

Burnadine Moss Anderson, executive liaison to the board for the superintendent search, shared with the board an update on the timeline for the superintendent search and that the board has been successful in carrying out all the functions as outlined on the timeline. Mrs. Anderson reported that interviews were held on Monday, November 5, and Wednesday – Friday, November 7-9, with each semi-finalists having an identical day that included a kaleidoscope tour of the schools, meeting with the advisory committee, lunch with members of the community and an interview with the Caddo Parish School Board. She also reported that the Sheriff's Department conducted the finger-printing and completion of forms for the background checks. At today's meeting, the board is scheduled to go into executive session for hearing the reports of the pre-employment background checks and to hear any travel reports by members of the board. Following the executive session, the board will reconvene in open session and the voting grid as used before will be available for the voting process. Mrs. Anderson added that President Guin will also give direction on the voting method to be employed. In reviewing the timeline, Wednesday through Friday has been set aside for negotiations with the finalists. Also, on December 3, the timeline reflects a special call meeting of the Caddo Parish School Board for the purpose of hearing negotiation reports and to select and announce a superintendent of schools. Mrs. Anderson further explained that what typically happens is the board will vote to name the superintendent of schools, the school board staff liaison will have the finalists on the phone and after the vote of the board, the finalist will be given the results and offered the position of superintendent of schools. The finalist will respond and staff will report that response to the board. Also, the president and members of the board will hold a reception on December 20th to welcome the new superintendent of schools.

Mr. Guin stated the board is scheduled to meet on December 3rd for the purpose of selecting and naming a superintendent; and since the board has a work session scheduled for December 4th, he asked the board to consider a motion to suspend the rules and change the meeting on the 3rd to the 4th.

Mr. Burton moved, seconded by Ms. Priest, to suspend the rules for the purpose of changing the December 3rd meeting to December 4th. Vote on the motion carried unanimously.

Mr. Burton moved, seconded by Mrs. Hardy, to change the December 3rd special called meeting to December 4th immediately preceding the work session. Mrs. Bell asked about the schedule for Wednesday – Friday and the negotiation process. Mr. Guin said there is an item later on the agenda to address the negotiations. Vote on the motion carried unanimously.

Mr. Burton moved, seconded by Mrs. Hardy, to go into executive session for the purpose of hearing background checks and board travel reports for up to 15 minutes. Vote on the motion carried unanimously and the board moved to the Superintendent's Conference Room for the executive session at approximately 5:16 p.m.

The board reconvened in open session at approximately 5:29 p.m.

DETERMINE FINALISTS FOR NEGOTIATION FOR SUPERINTENDENT

Mr. Guin stated that to be consistent, it is his recommendation that the board narrow the finalists from four to two, and negotiations be conducted with those two semi-finalists, and a report made to the board next Tuesday prior to selecting the superintendent. Since the board previously had four votes when narrowing the applicants to four, each board member will have up to two votes today. Mr. Guin further explained that if there is a tie vote for the top spot, then the two will automatically become the two the board negotiates with. If there is a tie for the second spot, the

person with the most votes will move on in the negotiations, and the board will vote again with one vote per board member, to narrow from two to one additional semi-finalist. The board proceeded to vote on each candidate with the following results: (1) Dr. James Dupree – 6 votes (Hardy, Burton, May, Phelps, Priest, Bell); (2) Dr. Aquine Jackson – 6 votes (Hardy, Burton, May, Phelps, Priest, Bell); (3) Dr. Chester Juroska – 5 votes (Guin, Crawley, Crawford, Ramsey, Armstrong); (4) Mr. Rodney Watson – 5 votes (Guin, Crawford, Rachal, Ramsey, Armstrong). Mr. Guin announced that Dr. Dupree and Dr. Jackson will move into the negotiation round.

ESTABLISH NEGOTIATION TEAM

Mr. Guin recommended that the executive committee, along with the board's attorney, be the Negotiation Team. Board members asked about all 12 board members being the Negotiation Team. Mr. Guin explained the maximum number in the past three negotiations has been six. Sample contracts were shared with board members with an explanation that the candidates will basically negotiate what they want, and a report will be given to the board prior to the vote on Tuesday. Mr. Guin asked that board members who are interested in including any specifics in the contract to please contact the board attorney so it will be made a part of the negotiation. Mrs. Crawley stated she believes it is good to see the demeanor of the candidate and asked if board members are invited to attend. Mr. Guin responded other board members can attend. Mrs. May expressed her appreciation for board members to attend. Mr. Burton asked the board to remember if there are more than six board members in this meeting, it will constitute a quorum.

Mr. Guin asked that all members of the board and audience pause for a moment of silence in memory of one of Caddo's former principal, Mrs. Sandra Denmark, who recently passed away. Mr. Burton also asked that everyone remember Lorenzo Powell, a dedicated Booker T. Washington High School teacher, who recently passed away.

Adjournment. *Mr. Burton moved, seconded by Mrs. May, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 5:46 p.m.*

Rodney Watson, Interim Secretary

Phillip R. Guin, President

December 4, 2007

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 7:11 p.m. (immediately following a special call meeting) on Tuesday, December 4, 2007 with President Phillip Guin presiding and Willie Burton and Bonita Crawford present being a quorum. Other school board members present were Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Interim Secretary Rodney Watson, Legal Counsel Reginald Abrams, staff and other visitors. The prayer and pledge were omitted.

EXECUTIVE COMMITTEE – ESTABLISH THE AGENDA FOR THE DECEMBER 18, 2007 CPSB MEETING

Mr. Watson highlighted the proposed agenda items for the December 18, 2007 Caddo Parish School Board meeting and the following discussion ensued.

Resolution Authorizing Advertising for Sealed Bids for the Purchase of \$14,290,000 in General Obligation Bonds. Grand Schlueter, bond counsel with Foley, Judell, explained that upon board approval at its meeting on December 18th, we will advertise the last series of bonds from the 2004 bond election, and receive the bids at the January 22, 2008 board meeting. He added the bond market is excellent and Caddo continues to have an extremely high bond rating and can expect very good bids on this last sell. He said in looking at the 2004 election, and while the bond millage was never anticipated to increase above the 9.7 mills, the board has steadily reduced the bond millage to now below 7 mills. Mr. Rachal asked if he understands correctly that we can expect rates around 4%? Mr. Schlueter responded the low 4% range is what is expected, but it depends on what the market is at that point in time, and with Caddo being one of the highest rated school boards in the state, number 2 behind St. Tammany, this should translate into a very good bond sale.

Revised Reconstitution Plan for Bethune Middle Academy. Mr. Watson explained that he delivered to the board on Monday afternoon information on five districts in the state that BESE is pushing for additional schools for the recovery school district. Mr. Watson further explained that in talking with State Superintendent Paul Pastorek, he asked for the opportunity to speak further with him in the next two weeks before this goes to BESE and explain to him what Caddo is doing at Bethune and hopefully delay the recommendation of a takeover of Bethune. He added he will keep the board updated as information is available.

Mr. Guin asked if, outside of New Orleans, the state has taken over a school? Mr. Watson said they have not and there are 11 schools on the list in five districts under consideration. He said while the Board has considered this in the past, the takeover was delayed because of Hurricane Katrina. Mr. Guin asked if he is correct in saying they have done a fine job since taking over the New Orleans schools? Mrs. Bell asked the superintendent about what a takeover means? Mr. Watson said the state will takeover and they are currently quantifying a list of several things that could happen, i.e. the state comes in and runs it, the state provides alternative governance, a university runs it on behalf of the state, etc. Mrs. Bell asked who will travel to Baton Rouge to defend Bethune? The superintendent responded he will. Mrs. Bell noted the many things Bethune has done. Mr. Watson said that is correct and he is hoping to convince them that Caddo's turn around schools are showing a K-12 structure of support, as well as added incentives for the teachers, morale, etc. and that this will provide leeway to continue running the school. Mrs. Bell asked if the 6th grade campus is included and Mr. Watson said it is not as this school is separate and has a new base line.

Mrs. Crawford asked about only one Distinguished Educator assigned to Bethune and the amount of responsibility and the possible need for an additional Distinguished Educator for Bethune. Mr. Watson explained that with state mandates, we are lucky we have one for the school, because we only have two Distinguished Educators for the district and we have 12 academically unacceptable schools. He further stated that Dana Talley, the DE of that school, was at Bethune for a part of the last school year and has helped them plan for this year; however, the question might be how effective are the D.E.s since the inception of the program and we

currently do not have the data to support this, thus this might be a good time to make a bid to the state with the innovative things we are trying for the school.

Revision to CPSB Policy GCBD/D2 – Donation of Employee Sick Leave Days (Serious Health Condition). Mrs. Crawley asked staff to further explain the changes being proposed and who these changes will affect? Dr. Mary Nash Robinson, assistant superintendent for Human Resources, said staff has been implementing this policy since its inception in May and working through requests that have come to staff. She explained the requests have included days being banked before leave time has been exhausted, illnesses being registered that are not critical, etc. She noted in the policy the reference to “Serious Illnesses” on Page 2, #G, Health Conditions, and the term *long-term in patient care* definition and proposing adding seven consecutive days. Also, a process was added (on the last page) whereby persons disagreeing with the staff might appeal that decision. Mrs. Crawley asked for clarity and that they could not appeal before? Dr. Robinson answered that is correct, they could not. Mrs. Crawley noted that certified personnel have various leaves they can take, but what about classified? Dr. Robinson responded that some classified (bus drivers) employees have privileges that other classified employees may not have. Mrs. Crawley asked when a classified employee gets sick days, will this hurt those. Dr. Robinson further explained that what is being done is to implement the policy in accordance with intent, so those employees who have critical health needs may be assisted by other employees. Mrs. Crawley asked if a classified person needs a sick day, doesn’t it cost the district less than a certified employee? Dr. Robinson answered in the affirmative.

Mr. Abrams clarified that the intent in the change was when you look at serious health conditions, there were requests made by persons who went into the hospital for a regular procedure and this policy would apply; and the way the board policy previously read, technically it could qualify that anyone going into the hospital for any short-term procedure is inpatient and the term “serious” could be in the mind of the beholder, thus the proposed recommendation. He said there was a lot of discussion when the policy was first passed and the intent was a person with a serious illness and not expected to get well. He also said relative to the appeal process, anytime a decision was made by administration, it was being backed up through a grievance process, so the grievance would be found redundant and rerouted through the same appeal process and staff is recommending changing the appeal to make it a little more doable and not have to begin the appeal process over again. Mrs. Crawley noted the reference to Hospice, but asked about the patient being at home? Mr. Abrams further explained the intent was not to define actual illness, and if they are in Hospice, it will apply. The committee is recommending adding a definition for long-term care by a health care provider and this portion is not being changed, but is already in the policy. Mr. Abrams added the committee is recommending a definition for long term inpatient care since this definition was not included before. Dr. Robinson added the committee discussed scenarios with Mr. Abrams and asked him to help pen changes that will be fair.

Mrs. Bell asked about employees wanting to donate time and a recent incident where a co-worker had used all her sick days, but could not use days donated by Mrs. Bell. Mr. Abrams responded that the policy does allow for donation and it could be the employee still had time and was asking you to bank some time for them. He said this is a problem when people still have time and asks others, especially retirees, to give them time to bank, and this is a problem the board had. He said he is concerned that you can actually have employees sell time because of this policy, and he wants to put something in place that will make certain this does not happen.

Policy on Cell Phone Use. Mrs. Bell said she received the information that the committee has not met and asked staff when they might meet. Dr. Robinson explained they are attempting to meet as soon as possible and will have something for the board in the *Weekly Briefing*. Mr. Guin asked Dr. Robinson if there will be a meeting of the committee prior to the 18th? Dr. Robinson said yes. Mr. Guin asked if something will be in the mailout? Dr. Robinson said it has been difficult in the past to get everything on paper the first time as something is usually drafted, it’s sent to the committee for a response, and something composed for the board’s consideration, so she does not anticipate having something for the December 18th meeting. Mr. Guin asked Mrs. Bell if she wishes to proceed and provide something or postpone until January? Mrs. Bell said she needs to put something on the agenda as she wants something in place in January.

Supplemental Educational Services. Ms. Phelps noted the information in the mailout and her concern is the entire program and the schools involved. She said we have identified students at

the various schools and she is concerned that we follow up with the students who are not showing up and how we can get them involved and participating. Mr. Watson explained staff does traditional mailouts to the parents and follow up and asked Janis Parker to further explain what staff does in this area. Ms. Parker said that is correct, but deferred to Kathy Gallant for more detailed information. Kathy Gallant explained that handouts were mailed to the students regarding School Choice and possible transfers and regarding SES, letters with the students names are sent to the students' schools. Activities include provider fairs, one at Woodlawn and one at J S Clark, so parents can meet the providers; and once the students sign up, it is parent choice as to what provider they choose for provision of the services. She said if students do not show up, staff, an SES facilitator, is calling them, and problems are often encountered such as phones being disconnected, letters returned, etc. The SES facilitator also goes to the school to attempt to talk to those students and find out why they are not participating and try to get parent contact information. Ms. Phelps stated that in looking at the number of students who are eligible or who have enrolled, asked where we are with attendance. Ms. Gallant reported that the majority of the state is reporting approximately 30% attendance, and Caddo is reporting approximately 40% and expects this to rise after the holidays. Ms. Phelps asked if these students are identified as academically in need based on scores? Ms. Gallant explained that normally if there are more students than the program can accommodate, then it would only be offered to those in academic need, first in free and reduced lunch and then by academic need. She said staff determined it would enroll everyone that enrolled by the enrollment date which is about a 10% overage which will still allow us to not go over the budget. Ms. Phelps asked if the numbers in the report are the number who responded, the 600 number? Ms. Gallant responded that is correct, and that we also had some in-home providers who do one on one tutoring and this will begin this week. Ms. Phelps asked if there is a certain number of students per school? Ms. Gallant responded no, it was open districtwide to the students in AUS2 and above schools who received free and reduced lunch, which is a Title 1 requirement. Ms. Phelps stated her concern was knowing the services are there and the number of students who are actually attending and there is a need. She noted that an attendance sheet is provided at the end of the week and asked staff about this? Ms. Gallant explained that the providers are asked to turn in their attendance so staff can make certain it matches the invoice we receive for services. Ms. Phelps asked for a weekly update on all the students who are enrolled but are not participating, and in particular students enrolled at Caddo Heights, Linwood and Woodlawn. Ms. Gallant added that the providers, on a provider by provider basis, will be providing incentives for those students who attend which they believe will also help with the attendance rate. Mr. Watson added this concern is a national concern discussed last month at the Title One Independent Review Panel meeting and the research is now coming out where the Federal Government is even concerned about keeping this caveat as law because of the amount of money states are spending to provide it. Ms. Phelps asked about the monies left over from this program and where do they go? Mr. Watson explained this is a part of the overall Title I Part A budget which we carryover and redistribute through the school wide targeted assistance and reused in the SES program next year. Ms. Phelps asked if it's marked just for SES? Mr. Watson said it is not, it's put in the general budget for Title I and we always make certain we have between 5 and 15 percent that is used for SES and Choice in the Part A budget. Ms. Phelps asked if they are providing test prep? Ms. Gallant responded that the state has to approve the providers and the providers had to tell the state how they would tutor the students and it had to be in line with the comprehensive curriculum and is how the state will rank them in how well their students do. Ms. Phelps asked if it is for all grades? Ms. Gallant responded we service Grades 3-11, knowing they can only tutor in English and Math, and the 11th and 12th graders if they have not passed the English and Math portions of the GEE. Ms. Phelps asked if the 5th graders, for example, are tutored on the ILeap? Ms. Gallant said that is correct. Ms. Phelps said she wants board members to be aware that this is part of the overage problem and failing grades we are addressing, however there is help for these students, and the need to look further at getting the parents involved.

Mrs. Bell stated her concern about the after-school program and asked the superintendent about an organization that received dollars for an after-school program and sent flyers out to the schools and based on information she received from Sci-Port, some principals did not pass out the flyers. She said she has also heard that if principals do not buy into an idea, then they do not support it. She added this one million dollar grant would provide the opportunity for the children as well as the opportunity for the teacher(s) to stay on the campus after school and not have to work an additional job after leaving the school day. Mrs. Bell said she only knows that staff does have affidavits that the letters went home from the school and responses were picked up from the schools, so she knows they went home. Mr. Watson stated that he will get with Board

member Bell to discuss this further as it may not be an SES provider, but another supplemental program. Mrs. Bell said if a program is available to help the students, we need to take advantage of it.

Ms. Phelps asked Ms. Gallant about the current programs in place at some of the schools. Mrs. Crawford asked if these students are tracked and do we know if it is working for them or is it a program we support that is not really doing anything? Ms. Gallant answered staff does track the students and keeps up with what is working in Caddo, but the state determines which groups we must contract with? Mrs. Crawford clarified that she is asking if we track the students to determine if the program is doing what it is supposed to do? Mr. Watson said that is a huge issue and good point and the problem with SES is a student may go ½ a week or 5 hours a month, and the questions of when a student is taking the state test, is it the regular classroom instruction or is it the other supplemental assistance they are receiving, etc. The number of hours can be tracked and the number of students participating can be tracked, but it can't be said that it is SES because that's probably the least amount of instruction given over the year.

Ms. Priest asked if the transportation issues have been resolved? Ms. Gallant responded the issues regarding the schedules and the needed bus drivers have been resolved. Ms. Phelps asked Mr. Watson if we can begin monitoring the students we have through the end of the year to see how well they do in English and math? Mr. Watson explained that what staff can do, since there might be five programs running and they all use different assessments which must be collected under the data base, track their LEAP scores. Ms. Phelps said she is talking about academically because they are struggling academically and we are preparing them for the test. Ms. Gallant said that everyone who registered by the deadline was accepted.

Mr. Guin asked Ms. Phelps if there will be a motion on this item? Ms. Phelps said there will not be a motion. Mr. Guin asked if it can be removed from the agenda at this time and Ms. Phelps agreed.

Election of 2008 Officers. Mr. Guin reminded board members that when addressing this agenda item, there are a multitude of motions that can be made and he doesn't want anyone to come to the meeting thinking there is a set way in which this can be done, as someone can make a motion to select by slate, or someone can make a motion to select by individual position. Mr. Burton stated he is opposed to slates because he believes individuals should run on their own merit and abilities. He said we should never do a slate when we have individual board members who wish to serve in a position. Mr. Ramsey commended the current officers and the outstanding job they have done this year.

SUPERINTENDENT'S REPORT

Mr. Burton asked that L. "Additional Parking Space at Mrs. Eddie Jones West Shreveport Elementary" be removed.

Ms. Phelps stated that she received information on the Summer School for 5th, 6th and 7th Graders and asked staff if only one content area is offered in Summer School in the high school area? Mrs. Gunn responded two areas. She asked would it not be feasible to offer two in this program? Mrs. Gunn explained that staff plans on offering the four core content areas and the students choose which ones they wish to enroll in. Ms. Phelps asked if in high school they can have at least two? Mrs. Gunn explained they have a certain number of hours (70) and a child can move on to the next grade if they fail one subject, but this will open up opportunities for students who fail two. Ms. Phelps asked about the cost for the principal and the personnel needed and if staff is looking to house these programs where we already have summer remediation? Mrs. Gunn said it would depend on how many opted to come because those in summer remediation are pretty much filled as staff works around the summer construction projects and it would depend on how many sign up for the additional summer program. Ms. Phelps asked if summer school sites have been identified? Mrs. Gunn responded they have not. Ms. Phelps added that in keeping that in mind, she believes it would be most feasible to have a site that does not have construction taking place. Mrs. Gunn added it depends on the size of the building and what we are able to do and staff works with Steve White on this. Mrs. Gunn said if we can plan it that way, but some of the problems are some are paying for that program and others are not paying and they would be in the same building. Ms. Phelps asked if, in looking at keeping the cost down, staff could look at this possibility. Ms. Phelps also asked if we are not able to offer, can we collaborate with other

surrounding districts that might offer the service and get the notification to the parents? Mrs. Gunn said the committee met today and the report presented is a preliminary report and staff will bring something back to the board. Ms. Phelps just asked that staff consider these things discussed when meeting with the committee again.

Mrs. Hardy asked staff about the available funds for a parking lot at Linear Middle School. Mr. Watson responded that the first issue was whether or not the space available could be used for parking and staff has brought to the board last month a list of the Capital Projects, which did not include this parking lot. At this time, the only thing that can be done is to take it out of contingency, and a separate item would need to be approved under Capital Projects. Mr. White explained that could have been on the list submitted by the principal, however it was not on the list of projects approved by the board for construction. He further explained the board would have to authorize staff to do this. Mr. Guin explained the options Mrs. Hardy had for addressing this request and staff will bring the requested information.

Mrs. Bell asked that Item R “Report on What We Offer New Teachers When Recruiting” be removed. She also asked that Item GG “Criteria for Students to Participate in CCTC” be removed, but that the “Possibility to Open an Additional Career Center” remain on the agenda.

Ms. Priest stated that as the end of the year approaches and the Legislative Session will be approaching after the first of the year, she would like to know the status on a meeting with the Legislative Delegation in addition to assistance in identifying issues we desire the Northwest Delegation to work on in our behalf. Mr. Watson said he has begun working with staff on this and will look at some of the issues for the board to select from.

Mrs. Crawford referenced Item M. and that staff is working hard to bring back something where we can offer summer school for these grades. Mrs. Gunn said a report will be brought to the board as soon as the information is available. Mrs. Crawford said this is a good way to prevent overage children. Mrs. Crawford also stated her support to move forward meeting with the local Legislative delegation.

Mr. Rachal said that item CC. “Report on Benefits in Lengthening the School Day” and D.D. “Capital Projects Requests from All Schools” can be removed. Regarding G. “Recording of Parental Complaints/Concerns”, Mr. Rachal indicated he did not receive anything and if so, it didn’t satisfy him. On the Bible Curriculum, Mr. Rachal asked what staff is waiting on? Mr. Watson said a committee met this week and is looking at the material, but the committee is struggling as the material sent for review is not a textbook, but curriculum and staff is attempting to provide an alignment with the comprehensive curriculum. Mrs. Gunn added that two pieces of information the committee is struggling with are how it evaluates the textbook and then how it can evaluate the curriculum. Mr. Watson assured Mr. Rachal the committee is struggling but is making this a priority for the board’s consideration. Mrs. Gunn also reported she is working with Steve White and looking at the budget to see if funds are available for addressing Mr. Rachal’s request for the lockers at Captain Shreve.

Mrs. Crawford asked about the copies of the book promised by the attorney for the Bible Curriculum for each board member and asked that staff contact him relative to providing these materials. Mrs. Crawley also asked for a list of the school districts that have incorporated this curriculum in their district.

Ms. Phelps asked about an update on the Dual Enrollment numbers and her concern that a couple of schools are not participating and she had asked about a student who leaves the school campus and goes to the college campus that is not participating in the Dual Enrollment program. She also still has a concern of conveying to the principals that it’s not a comparison with the AP Program and these three schools are not excluded from the policy. Mr. Watson responded that staff is working very hard to help the community understand they are not in competition but they are working in tangent and it’s two opportunities. He also updated the board on a conference call with the state superintendent, which he will also provide an update in the next *Weekly Briefing*, where Caddo Parish has more students in the state than any other district participating in Dual Enrollment and the majority of those students are being reimbursed through a state grant for their hours. Ms. Phelps asked if the college is being reimbursed? Mr. Watson responded that is correct, the money goes to the college and the students do not have to pay. Ms. Phelps also shared that it still concerns her that the three schools are not participating and stated that she

knows at least two parents at Caddo Magnet that were interested in this opportunity and it's not available for the students. Mr. Watson responded staff will investigate this.

ANNOUNCEMENTS AND REQUESTS

Mrs. Hardy requested that staff look at the JROTC Civilian Cadet Program for Linear Middle School.

Mrs. Hardy read a letter from Johnson Controls Incorporated and asked that staff follow up on this opportunity for students.

Mr. Ramsey requested that an item be added to the December 18th agenda "Adjustment of Salary for the Interim Superintendent and Extension of His Current Administrative Contract".

Mrs. May asked about no feeding programs in any of the District 5 schools last summer and asked staff to look at this for at least one school in District 5.

Ms. Phelps announced that the LSBA Board of Directors will meet on Friday and if anyone has anything that needs to be taken to the meeting to please let her know before Friday.

Ms. Phelps asked the superintendent to look into students at Magnet High being discouraged from participating in programs at Booker T. Washington.

Mrs. Bell announced she is holding a Christmas Celebration and everyone invited is asked to bring an educational toy for a boy or a girl. She asked that staff contact the elementary schools and ask them to identify students in their school to receive these gifts which will be picked up at the Central Office on a date to be determined prior to the holidays.

Mr. Rachal asked that staff provide him with information regarding counselors not being given the opportunity to be guidance counselors.

Mrs. Crawford asked that staff communicate with the local media regarding hints and prizes in contests not being directed to school board property because of the disruption it causes on our school campuses.

Ms. Priest reminded everyone interested that the Intergovernmental Committee Meeting is scheduled for Friday, December 7th at 11:30 at Independence Stadium.

Mr. Guin requested that an item titled "The Renaming of Two Portions of the Facility of Northwood High School" be placed on the January agenda. Mr. Guin stated that School Board policy says portions of a facility may be named in honor of a living person and he would like the board attorney and superintendent to check on the process for proceeding with this item.

CONFIRM THE AGENDA AND CONSENT AGENDA

Mr. Guin recommended items 9-18 as the consent agenda. *Mr. Burton moved, seconded by Mrs. Crawford, to accept the proposed agenda and consent agenda for the December 18, 2007 CPSB meeting as presented. Vote on the motion carried unanimously.*

Adjournment. *Mr. Burton moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 8:40 p.m.*

December 4, 2007

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 4:30 p.m. on Tuesday, December 4, 2007 with President Phillip Guin presiding and the following school board members present being a quorum: Eursla Hardy, Willie Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Interim Secretary Rodney Watson, and Reginald Abrams, legal counsel. The prayer was led by Dottie Bell and Willie Burton led the Pledge of Allegiance.

Mr. Guin announced that if there is no disagreement, the Student Readmission Appeal Executive Session will be held following Item No. 6.

VISITORS

Aaron Dobyne, Baptist Ministers Fellowship, commended the board for its efforts in conducting a national search to bring the best superintendent for Caddo Parish Schools. He stated that at the last meeting, the board selected two gentlemen and he believes the two gentlemen are qualified to lead the district to the place it needs to be and shared his support, and that of the Baptist ministers present, of education in the community and the choices made at the last meeting.

Cedric Choyce, president of the Caddo Association of Educators, urged the board to adhere to the process established at the beginning of the process for naming a new superintendent. He stated he is troubled by some of the comments that have been published and reported on television as the reputation of the board, as well as the reputation of the individuals who have worked in the process, will be damaged with such an abrupt change in the process. Mr. Choyce stated there is no guarantee if the process is reopened that you will get a more favorable result, and you cannot play with people's lives to circumvent the process. He noted the many comments about the finalists only being selected because they are African Americans and not because they are highly qualified individuals. He also said it has been reported that the voting was along racial lines and basically, the African American board members only voted for the African American candidates, but in investigating the entire process, he learned that three board members only voted for the white candidates throughout the process of elimination. He said it is as if the African American candidates were not considered at all for the position of Superintendent by a few board members. He asked the board to appoint one of the two finalists as Caddo's new Superintendent of Schools and support that individual during his tenure.

Rev. Timothy Jones, member of the Superintendent's Advisory Committee, shared with the board his experience in serving on this committee and the appreciation for the work of those on the committee. He stated his discontent and disdain of the idea to throw out the process and reopening the process. Rev. Jones said he would be insulted, given the time that was invested by members in the community in this process, and following the guidelines of the board, if the board makes the decision to throw everything out and start over.

Joe R. Gant, Jr., co-chair of the Superintendent's Advisory Committee, stated he returned from his first vacation in 34 years to be at this meeting today because of its importance. He said he is disturbed as one of the things the committee tried to do, and he believes the committee accomplished this, was work as a whole, and there was never a racial issue, but only people of the parish who were concerned about every child in the parish, regardless of color. He believes this is something the committee achieved that the school board has not achieved, and it hurts him to see the board as the body that provides leadership in this parish not follow the process it put into place. Rev. Gant stated it was his understanding that when the board selected the four finalists, each was qualified to serve as Superintendent of Education for Caddo Parish. He said he now questions why it appears the two finalists are no longer qualified and the need to re-open the process. Rev. Gant asked the board to not do what Louisiana is famous for, but to show some integrity and ethics in following the process set in place. He said he believes the two gentlemen will do a great job.

EXECUTIVE SESSION

Negotiation Reports on Finalists for Superintendent Position. *Mr. Burton moved, seconded by Mrs. Hardy, to go into executive session to hear negotiation reports for finalists for the*

superintendent position for up to 15 minutes. Vote on the motion carried unanimously and the board went into executive session in the Superintendent's Conference Room at approximately 4:47 p.m. The board reconvened in open session at approximately 5:22 p.m.

SELECTION AND ANNOUNCEMENT OF SUPERINTENDENT FOR CADDO PUBLIC SCHOOLS

Mrs. Hardy moved, seconded by Ms. Phelps, that the board select Dr. Aquine Jackson as superintendent of Caddo Parish Schools with a three-year term beginning March 17, 2008, with a starting base salary of \$150,000 as well as the other terms and benefits submitted in his proposed contract.

Mrs. Hardy stated she has always served on the board in an ethical manner and her concern has always been all the children in the school system. She said the board has gone through the evaluation and asked the board to support Dr. Jackson's appointment as Superintendent of Schools. She said he is competent, qualified, comes from the 23rd largest district in the United States with over 100,000 students, where he has served as Chief Academic Officer.

Ms. Phelps also encouraged the board members to support Dr. Jackson and stated her agreement with the comments that have come from the committee members and thanked the committee for their time and energy in this process. Ms. Phelps also stated her concern to take this committee's time and energy and throw it out the window. She said she is also disturbed by the articles in the newspaper as it seems to represent the board and asked that board members in the future make sure their comments are their personal opinions and not that of the whole board. Ms. Phelps said the board has not met since selecting the finalists and she was disturbed that the board is to the point of negotiations and accusations were made in the paper. She said she has stated concerns on the board that she was very displeased about and also that she stated that the superintendent search is the most important job the board has and it's not a time for political games, but a time to be taken very seriously and asked the board to do what the people elected them to do. She added the selection was not racial and she doesn't want to go back to what started everything, despite what she shared from the very beginning that it started out wrong and she hopes it can be fixed here at the time we are selecting a new superintendent.

Vote on the motion failed with Board members Hardy, Burton, May, Phelps, Priest and Bell supporting the motion and Board members Guin, Crawley, Crawford, Rachal, Ramsey and Armstrong opposed.

Mr. Ramsey moved, seconded by Mr. Rachal, to table the superintendent search until after all the High Stakes Testing is completed and reopen the search April 1, 2008 with a timeline to name a superintendent July 1, 2008.

Mr. Burton called for a *Point of Order* and asked the board attorney if the 6-6 vote throws it back to the board? Mr. Abrams explained that the 6-6 vote means the motion failed regarding this particular person and if there had been another motion as to anyone else, then that motion would have gone forward. The motion on the floor is a separate motion. Mr. Burton asked if it's not tabled, what happens? Mr. Abrams explained if it is not tabled, the board is in the same position, without a superintendent, and the board will need a process or a vote that will end up with a majority vote for someone for superintendent. Mr. Abrams said the motion to table means nothing will be done with it until then. Mr. Burton asked if this motion fails, can the board vote again or name another person, or negotiate again? Mr. Abrams responded that is correct.

Mr. Ramsey said the 27 candidates in the selection process were narrowed to four and he believes as the board went through the voting process, there was discussion about the voting process, and having one vote. He thinks the board is where it is because of the flawed voting process. He noted comments about qualified candidates and that we do have qualified candidates and speaking from his past record, the last time the board selected a superintendent, he voted for an individual each and every time the name was on the ballot, and that individual turned out to be Superintendent of Caddo Parish Schools, became Louisiana Superintendent of the Year and that individual was Black, and he believes he voted for the best candidate. He said he is only asking that we open it up and vote for the best candidate and he hopes everyone is voting with integrity, trust and conviction when picking a candidate the board can move forward with in consensus. He added he can truly say this is not racial for him.

Mr. Rachal moved, seconded by Mr. Ramsey, that the Board president and Executive Committee enter into negotiations with the other two finalists, Mr. Rodney Watson and Dr. Chester Juroska.

Mr. Rachal stated the board has gone through the process and he believes his voting speaks volumes through the entire process in that he has supported one individual who he believes is the most qualified throughout the entire process. He said we need to move forward and believes this will allow us to do so.

Ms. Phelps stated she is very saddened by the comments shared and she disagrees with the term *flawed*, because everyone had an opportunity to look at the resumes, and to vote based on these. She said when the board got down to four semi-finalists, no one said anything about reopening the process and she doesn't understand how we can spend the money that has been spent, it's down to two candidates, the media states it's a racial issue, and no one seemed to have a concern, but we have gotten to a point of two candidates for negotiations and we come back and do not select one. To those who are saying it's a problem, Ms. Phelps asked what is the problem? She said there was no problem with the other candidates, and asked why is this candidate now not qualified? She said Mr. Rachal stated the person he has supported throughout the process is the most qualified without a doctorate degree, never having been a school principal, just has a superintendent certificate, was voted and polled by most of the board to become interim. She said we have two people with doctorate degrees and who come up through the ranks from school teacher to principal to director, etc. in the system, but the one least qualified in your mind is the most qualified, she is appalled. She stated no one on the board has ever mentioned race and everyone knows that, but again asked what is the problem?

Mr. Guin reminded board members that according to board policy and according to Attorney Abrams, board members will not attack other board members across the table. Board members are welcome to state argument but no personal attacks against fellow board members.

Ms. Phelps said she really can't believe today, but she guesses she can, and referenced back the underlying reason. She said board members who went to the media and made the comments they did, she believes had no consideration for this district. She said she is very embarrassed and wonders what is going on in the community for someone to read about what is going on in Caddo Parish. She said she has a child in this district and it is important to her to have someone to lead the district and not the issue of Black and White. She said it started out wrong because as the board came here to select a superintendent, everyone had their votes together to select their candidate. Ms. Phelps said there was no collaboration, no talking, nothing and that's the problem. She added it wasn't a race thing then, there wasn't even any media coverage. She said she is very disappointed after reading what she did in the paper from the board president to the executive committee and no one called them to share their concerns. She stated there will come a time when everyone will breathe their last breath and will be judged on what is being done.

Ms. Priest referenced the continued use of the term *flaw in the process* and her total disagreement with this. She noted every board member received a notebook, a list of the steps and procedures to follow, the selection of an Advisory Committee, and the board working together to come up with the qualifications for the next Caddo Parish Superintendent. She said the board was commended throughout the process until a vote was taken on the openness and the process used. *Mr. Rachal called for a Point of Order* on the motion on the table. Mr. Guin asked Mr. Abrams if the comments are in line with the motion on the table? Mr. Abrams said the motion itself addresses going back through the process and the comments are addressing the process. Mr. Guin over-ruled the Point of Order. Ms. Priest continued her comments that the vote was taken on Tuesday, and now there's a flaw in the process. She said she disagrees with this as each board member represents a community or district and the constituency in that district and she hopes when the board comes together collectively, it will rethink why we are here, and that is to select and do the right thing for the boys and girls and not about what we are reading in the paper from those who do not have children in the public school system and asked why are we listening to them. She added the board should be making decisions on what is best for the children and the board agreed that each board member would have up to two votes and some used their two votes and some did not. Ms. Priest said Dr. Dupree and Dr. Jackson are the two that received the most votes, they both met all the qualifications, and she hopes the board will truly take this seriously and vote for what is going to be good for the boys and girls of Caddo Parish.

Mrs. Bell said she cannot believe what is happening and asked what is the flaw? She said we have forgotten about the children of this parish and she feels like her 34 years of teaching have gone to waste, as she loved all the children. She doesn't understand being called a racist because of the two candidates that received the top votes. Mrs. Bell said the board is supposed to be a family and stated now it is a flaw because two African Americans are in the top spot. She said there was the opportunity to put all four semi-finalists in negotiations, but two board members did not vote. She asked what would have happened if the other two semi-finalists were in the negotiations. Mrs. Bell said the board needs to get together and bring someone in that will do what the board wants, which is what the board voted, and not let this community say we are racist.

Mrs. Hardy stated that 68% of our boys and girls in Caddo Parish are Black; and the board, the administrators and employees have a job because of this. She said she taught for 30 years and she loved all of her children, White and Black, and treated them equally. She said because we followed Caddo Parish School System guidelines and policy, every board member had the same opportunity she did to cast two votes, which she did. She said some board members chose to only vote for one person, and that was their privilege, and she has no problem with it, and is the reason the results were two persons with six votes and two persons with five votes. Having been on the board for a number of years, she said she has never witnessed anything like this. She stated she has voted for Blacks as well as Whites and everyone should be ashamed how the board is divided in this manner.

Mrs. May stated that Caddo made national news on the radio today and asked if Caddo is going to make national news on the television tonight? She said this is all uncalled for and she makes her choices through prayer and when she voted, she voted her choice. She didn't go down racial lines. She was looking for a superintendent that best fit this district and the one she voted for tonight is the one she believes best fit our district. As she was quoted in the newspaper, she doesn't want anyone coming in here and cutting deals, and not anyone who is going to come in here being friends, but only what's best for Caddo Public Schools. She stated she taught in Caddo for 24 years and taught Black and White students, and still works with mixed youth. She said we need to be good stewards of taxpayers' dollars and not open up the process again, but move forward with naming a superintendent tonight. Mrs. May asked the board to reconsider what has just been done and not go on the national news as voting on racial lines, but come together and tonight elect a superintendent. Mrs. May asked for a recess. Mr. Guin announced since the board is in the middle of debate, the debate needs to be completed. Mrs. May added that no one called her on the opposing side and she didn't debate it with anyone, but only came here today knowing we would have a new superintendent. Mrs. May said she also observed in the audience all the administrators and that she wants them to be here the next time, because she doesn't want them here just to see what the board is going to do tonight, because there are 12 schools in corrective action, and 11 last year. She said she doesn't want 13 or 14 next year and it's the administrators' job to see about the children and not sit and watch what the board does. She added she is appalled that phone calls were made to tell administrators to come and the directors that made that phone call weren't doing their job. Mr. Ramsey called for a *Point of Order* and that the board has a policy not to address people in the audience. Ms. Phelps said no names were called.

Ms. Phelps requested to speak again and Mr. Guin reminded her it is her second time to speak to this particular substitute motion. Ms. Phelps said no it is her first time. Mr. Guin said it's the second time for her to speak to the substitute motion. He said Ms. Phelps was on first to speak to this motion, as well as the original motion, and this is the second time on this motion. Ms. Phelps said this is the first time on this motion. Mr. Guin again explained that Mr. Ramsey made his motion, Mr. Rachal seconded the motion, Mr. Ramsey spoke to his motion, during Mr. Rachal's comments on the motion, Mr. Rachal made a substitute motion, which was seconded by Mr. Ramsey. Mr. Rachal spoke to the substitute motion. Ms. Phelps asked if Mr. Guin is counting the substitute motion and the original motion together? Mr. Guin told Ms. Phelps she was the first speaker to the substitute motion and is also listed to be the first speaker to the original motion; however, this is the second time on the substitute motion and she will also be allowed to speak to the original motion.

Ms. Phelps thanked Mrs. May for her comments and asked Mr. Rachal to repeat the substitute motion, which he did. Ms. Phelps said she wanted to make certain she understood correctly and

that the substitute motion is asking the board to negotiate with the other two finalists who did not make the finalists' list. Mr. Rachal said that is correct. Ms. Phelps said she can't believe Mr. Rachal even made such a motion, but she guessed it goes with what we are hearing. She said she wants to make certain what the intent is, and she knows what was said about the candidate voted for every time, and she said it is unfair that directors made phone calls and asked principals to come to the meeting and during the whole process she did not see very many administrators coming to meet the candidates. She said she is very disturbed as she too received the phone calls that there was a motion and some political things going on for your candidate and that is not right. She said whether he has put himself in that position or everyone has gotten on the band wagon, she thinks it's very unprofessional. Mr. Rachal called for a *Point of Order*. Ms. Phelps said she is talking about the motion. Mr. Guin at this point, because of comments being made from the audience, stated the board is very capable of taking care of School Board business and asked Mr. Murry to begin escorting people out of the meeting that are trying to take care of the business for them. It was at this point that Mr. Artis Cash stood and walked up on the horseshoe and that Mr. Murry escorted him out of the meeting. Mr. Guin asked Mr. Abrams to address the *Point of Order*. Ms. Phelps said whatever the move is, she believes it is very unprofessional and she hopes board members will not vote for the substitute motion.

Mrs. Crawley said she does not support the substitute motion and whether she is right or wrong in the way she votes, she is consistent, and someone even told her today that she is probably the most misunderstood board member. Mrs. Crawley stated she believes Caddo deserves the best superintendent in the country even if we have to pay a little more. She said she only voted once in the vote for the top two finalists because she was not happy with any of the four, as she wanted someone with a doctorate, someone with a successful superintendency, who has been a superintendent and things changed in their district, and their board offers them another contract because of their success. Mrs. Crawley said we didn't have such a candidate other than the one she voted for, and his district is not large like Caddo. She said we can always go back to second best, but we need to put it out there in a way we can look for the best superintendent in the country and pay them what we need to. Of the 26 who applied, approximately half of them were eliminated because they could not get certification in Louisiana, and also the board is aware of things that everyone else is not, and she does not believe that any candidate that applied can be considered the best superintendent in the country. She shared a comparison that if the Boston Red Sox were looking for a pitcher, they will not choose her uncle, but will proceed with looking for the best pitcher in the country. Mrs. Crawley said we should not settle for second best and the board should be negotiating when there are seven votes and not six.

Mr. Burton moved, seconded by Mrs. Bell, to call for the question on all substitute motions and motions. Vote on the motion carried with Board members Crawford and Ramsey opposed and Board members Guin, Hardy, Burton, Crawley, May, Phelps, Priest, Rachal, Armstrong and Bell supporting the motion.

Vote on the substitute motion failed with Board members Guin, Rachal and Ramsey supporting the motion and Board members Hardy, Burton, Crawley, May, Phelps, Priest, Crawford, Armstrong and Bell opposed.

Vote on the main motion to table the search failed with Board members Guin, Crawley, Crawford, Rachal, Ramsey and Armstrong supporting the motion and Board members Hardy, Burton, May, Phelps, Priest and Bell opposed.

Recess. President Guin called for a 10 minute recess at approximately 6:04 p.m. The board reconvened in open session at approximately 6:25 p.m.

Mrs. Hardy moved, seconded by Mr. Burton, that the board select Dr. Aquine Jackson as Superintendent of Caddo Parish Schools with a three-year term beginning March 17, 2008 with a starting base salary of \$150,000 as well as the other terms and benefits submitted in his proposed contract. Mrs. Hardy asked that maybe one member would change their mind and vote for Dr. Aquine Jackson as the next superintendent for the Caddo Parish School System. She said he is competent, qualified and meets the target for our school system and asked the board to support him. Vote on the motion failed with Board members Guin, Crawley, Crawford, Rachal, Ramsey and Armstrong opposed and Board members Hardy, Burton, May, Phelps, Priest and Bell supporting the motion.

Mr. Burton asked for clarification and Mr. Guin explained if there are no additional motions or if this continues to happen, the board will move on and it will be an automatic postponement.

Mrs. May moved, seconded by Mr. Burton, that we postpone until we make a visit to Milwaukee to visit Dr. Jackson and bring a report back to the board. Mrs. May stated that no one visited any of the sites of the selected finalists and since the motion is for Dr. Jackson, she believes it is only fair and important to visit his home town, see what he has and bring a report back to the board. She asked the board to support this postponement. Vote on the motion carried with Board member Armstrong opposed and Board members Guin, Hardy, Burton, Crawley, May, Phelps, Priest, Crawford, Rachal, Ramsey and Bell supporting the motion.

EXECUTIVE SESSION

Student Readmission Appeal. *Mr. Burton moved, seconded by Ms. Priest, to go into executive session for up to 10 minutes for the purpose of hearing a student readmission appeal. Vote on the motion carried unanimously and the board went into executive session at approximately 6:30 p.m. The board reconvened in open session at approximately 7:10 p.m. Mr. Burton moved, seconded by Mrs. Hardy, that the student with initials R.W. be admitted to Northwood on a behavior contract basis beginning in January. Vote on the motion carried with Board members Hardy, Burton, Crawley, May, Phelps, Crawford and Rachal supporting the motion and Board members Guin, Priest, Ramsey, Armstrong and Bell opposed.*

Adjournment. *Mr. Burton moved, seconded by Mrs. Hardy, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 7:11 p.m.*

Rodney Watson, Interim Secretary

Phillip R. Guin, President

December 18, 2007

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, December 18, 2007 with President Phillip Guin presiding and the following school board members present being a quorum: Eursla Hardy, Willie Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Interim Superintendent Rodney Watson and Legal Counsel Reginald Abrams. Mr. Burton led the prayer and the Pledge of Allegiance.

Mr. Rachal announced that on Thursday, December 20, 2007 from 6:00 p.m. to 7:30 p.m. he will hold a community forum at University Elementary School and invited all employees, constituents of District 9 as well as others across the district to attend and share their concerns and ideas.

CONSIDERATION OF MINUTES OF THE NOVEMBER 27, 2007 and DECEMBER 4, 2007 CPSB MEETINGS

Mr. Burton moved, seconded by Mr. Rachal, to approve the minutes of the November 27, 2007 and December 4, 2007 CPSB meetings as submitted in the mailout.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Mr. Guin announced Items 9, 10 A (2, 4-6), 11-18, 19 (as amended and placed at board members' stations), and 22 as the consent agenda. Mr. Guin announced that Item 21 "Amendment to Intergovernmental Agreement for Sale of Adjudicated Property" is postponed until a work session is held to discuss it further.

SPECIAL RECOGNITIONS/PRESENTATIONS

On behalf of the CPSB and staff, Burnadine Moss Anderson, executive assistant to the superintendent/communications, made the following special recognitions. The president and superintendent greeted and presented each honoree with a certificate/award for their outstanding accomplishments. Parents, school administrators, staff and other guests also were recognized.

Character Education Poster & Essay Winners. The following students were recognized as winners in the Character Education Poster and Essay competition: First Place winners in the poster contest were Taylor Richmond, Kindergarten, 81st Street ECE; Cameron Courtois, 1st Grade, Herndon; Claudia Tyler, 2nd Grade, Herndon; Hosie Thomas, 3rd Grade, Caddo Heights; Rachel Pharr, 4th Grade, Herndon; Paige R. Ware, 5th Grade, Central; Corinthian Mitchell, 6th Grade, Broadmoor; Anna Shankle, 7th Grade, Broadmoor; and Rachel Corona, 8th Grade, Caddo Middle Magnet. First place winners in the essay contest were Rachel Carson, 9th Grade, Caddo Magnet High; Dylan Touchstone, 10th Grade, Captain Shreve High; Marcus Gay, 11th Grade, Captain Shreve; and Morgan Merriman, 12 Grade, C. E. Byrd High. Overall winners, Elementary Grand Champions, were Rachel Pharr and Claudia Tyler, both from Herndon Magnet. Middle School Grand Champion winner is Rachel Corona, Caddo Middle Magnet, and High School Grand Champion winner is Dylan Touchstone from Captain Shreve. Mrs. Anderson announced that Barzanna White is coordinator of the Character Education Program.

Little Kids Rock National Songwriters Award. Mrs. Anderson announced that this program has produced 18 national winners in a national songwriting contest and the following students were recognized and each was presented an electric guitar and amplifier provided by the James Burton Foundation: Angel Caston, Kayla Henderson, Destiny Jackson, Jalen Mims, Gerica Tillman of Judson Elementary; Ashton Childs, Covy Middleton, Daniel Terry, Matthew Stewart, Mallory Stephens, Sarah Lemoine, Kelsee Hall, Khristi Malloy, Morgan Trimble, Chynna Rosett, Nick Tingle, Layton Porter and Cody Calicoatte from Herndon Magnet. Mr. James Burton was also present and recognized. Kathy Rettelle is Caddo Parish Schools Music Supervisor and coordinator of this program.

National Merit Program Semifinalists, National Merit Commended Students, National Achievement Semifinalists and National Achievement Program Participants. The following students were recognized as National Merit Program Semifinalists: Mark Sholte, C. E. Byrd;

John Burford, Caddo Magnet; Clair Carter, Caddo Magnet; Insun Chong, Caddo Magnet; Brittney Ellzey, Caddo Magnet; Allison Fish, Caddo Magnet; Peter R. Flowers, Caddo Magnet; John D. French, Caddo Magnet; Susan Garner, Caddo Magnet; Allen Gu, Caddo Magnet; Niharika S. Jain, Caddo Magnet; Kristin Jennings, Caddo Magnet; Seema Kumar, Caddo Magnet; Parker S. Leeth, Caddo Magnet; Jason Mayeaux, Caddo Magnet; Alexander J. Mijalis, Caddo Magnet; Matthew Pope, Caddo Magnet; Eszter Szentirmai, Caddo Magnet; Randall White, Caddo Magnet; Elizabeth Wuellner, Caddo Magnet; Stephen Zue, Caddo Magnet; and Peter Zhang, Caddo Magnet.

The following were recognized as National Merit Commended students: William Webb, C. E. Byrd; Alice M. Brawley, Caddo Magnet; Raven Hills, Caddo Magnet; Patrick McGiveney, Caddo Magnet; Timothy Pool, Caddo Magnet; Kathleen S. Ryland, Caddo Magnet; Robert C. Sibley, Caddo Magnet; and Chris Diamond, Northwood High.

The following students were recognized as National Achievement Semifinalists: Myranda Adams, C. E. Byrd; Clarice E. Carthon, Caddo Magnet; Raven Hills; Caddo Magnet; Brittany Jackson, Caddo Magnet; Herstyn B. Jones, Caddo Magnet; Brandy Patterson, Caddo Magnet; and Rodquel P. Chism, Green Oaks.

The following students were recognized as National Achievement Program Participants: Veronica Choyce, Brett Lampkins, and Nicolas Aziz, all of Caddo Magnet. Principals, parents, families and friends present were also recognized.

Siemens Mathematics, Science and Technology 2007-08 Semifinalists. The following students were recognized as semifinalists in the 2007-08 Siemens Mathematics, Science and Technology Program for their outstanding achievements in math, science and technology: Nahirika Jain, Alexander Mijalis and Seema Kumar, all of Caddo Magnet High.

Louisiana State Health Award Recipient. Ken Cochran, principal of North Caddo High School, was recognized for being named outstanding in the state and for receiving the prestigious state health award from the Louisiana Department of Education.

Certificates of Excellence for Financial Reporting National Awards. Jim Lee, director of finance, Donayle Ashworth, supervisor of accounting, and other members of the finance department's staff were recognized for their outstanding work toward once again receiving the Certificates of Excellence for Financial Reporting from the Association of School Business Officials and the Government Finance Officers Association.

Heroes in the Fight Award. Dr. Barzanna White was recognized for receiving the Heroes in the Fight Award, the first year implemented in the State of Louisiana and sponsored by the Mental Health America of Louisiana, the Federation of Families for Children's Mental Health, Louisiana Hospital Association, Louisiana Psychiatric Medical Association, Mental Health Reform Coalition and Volunteers of America Greater Baton Rouge. Dr. White is one of six recognized in the state for their ongoing dedication to the field of mental health.

2006-2007 Attendance Recognition Awards. The following schools were recognized at each level for their outstanding attendance record during the 2005-2006 school year. Elementary Division – A. C. Steere Elementary, Katherine Turner, Principal, 3rd Place, 95.950%; Cherokee Park Elementary, Tyrone Burton, Principal, 2nd Place, 96.195%; Shreve Island Elementary, Charles Lowder, Principal, 1st Place, 96.268% attendance. Elementary Magnet Division – Judson Fundamental Elementary, Doris Robinson, Principal, 3rd Place, 97.240%; South Highlands Elementary Magnet, Keith Burton, Principal, 2nd Place, 97.439%; and Eden Gardens Fundamental Magnet, Janice Hughes, Principal, 1st Place, 97.620% attendance. Elementary/Middle Division – Keithville Elementary/Middle School, Mark Allen, Principal, 3rd Place, 93.102%; Turner Elementary/Middle, Charles Washington, Principal, 2nd Place, 94.174%; and Walnut Hill Elementary/Middle, Albert Hardison, Principal, 1st Place, 94.368% attendance. Elementary/Middle Magnet – Vivian Elementary/Middle Magnet School, Rene Tolbert, Principal, 2nd Place, 93.511% and Herndon Magnet, Cooper Knecht, Principal, 1st Place, 95.437% attendance. Middle School Division – Ridgewood Middle School, Dr. Gerald Burrow, Principal, 3rd Place, 93.676%; Youree Drive Middle, Victor Mainiero, Principal, 2nd Place, 94.931%; and Caddo Middle Career & Technology, Steven Celestine, Principal, 1st Place, 95.948% attendance. Middle Magnet Division – Caddo Middle Magnet, Kay Robinson,

Principal, 1st Place, 97.108% attendance. High School Division – Captain Shreve High School, Dr. Sandra McCalla, Principal, 3rd Place, 93.264%; Green Oaks High School, Kenneth Coutee, Principal, 2nd Place, 93.425%; and C. E. Byrd High School, Gerald Badgley, Principal, 1st Place, 93.606% attendance. High School Magnet – Caddo Parish Magnet High School, Mary Rounds, Principal, 1st Place, 95.408% attendance.

Recess. Board President Phillip Guin called for a 10-minute recess at approximately 5:05 p.m. and the board reconvened in open session at approximately 5:15 p.m.

VISITORS

Gwendolyn Clark, parent, addressed the board on the proposed revisions to the cell phone policy. Ms. Clark shared with the board that as a single parent and with her work responsibilities, it is very important that her children have a cell phone in their possession so she can get in touch with them after school. Understanding the problem it can be to have cell phones on during the academic day, she encouraged the board to allow the students to at least have the cell phones in their backpacks, but not turned on, so she can contact them or they can contact her after school.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on the four options the Bossier Parish School Board recently presented to their employees for consideration for the 2008-09 school calendar and highlighted specifics of each proposed calendar. Mrs. Lansdale stressed that in these options presented, Options 3 and 4 both have a later start date, and it is noted in the explanation that these two options will impact the testing dates and the summer remediation. She said again it appears that it is all about the test, and the remediation and the test again, which is the state test that we contract to give in mid-March, not in April, not in May, not in the fall and not broken up into sections. She also stated that if one looks at the data, they will see it is not reflecting much success. Mrs. Lansdale asked why, instead of considering moving the test or reviewing the success of the summer remediation, do we continue to start in early August and continue to put students and employees in harms way in the excruciating temperatures and when these concerns were brought to the board, the board responded through its policy to shut up. She said the board has communicated that it will choose what it wants to hear and cited a recent situation at a local school where a young lady was securing signatures from teachers on a movie she believed promoted non Christian beliefs; and while they applaud any young person willing to stand up for what they believe, this is not the point, but the point is did that person have the authorization the policy indicates is necessary. Mrs. Lansdale stated that the Federation is asking the board as it begins a new year to consider these things when looking at the next school calendar and when speaking with the local delegation to not only encourage them to correct the testing schedule, but the testing instrument itself. She said as board members have said in the past that they cannot control the temperature, she said the board can control the calendar and when school starts. Mrs. Lansdale also wished the board a very Merry Christmas and a healthy and prosperous New Year.

Frederick Washington, student, Booker T. Washington High School, addressed the board on unity on the school board. Mr. Washington stated that he would like to dare the board to insure that all 43,000 students in the district are in consideration when a “yes” or “no” decision is made. He said it defies logic to have a board with certain members who only have an interest of their constituents. He said it should not be this way as a school board is designed for members in the community to consolidate their ideas for a positive outcome for the entire district. Mr. Washington noted there are 12 schools in Caddo that have been labeled academically unacceptable, and there are thousands of Caddo Parish citizens who are relying on the school board to make decisions in the best interest of the children, but this has yet to happen. He said as a board, it is important and critical that they sit down and settle differences and become more productive, because until all 12 members realize everyone is in this together, then the problems are sure to arise. He dared all board members to serve the entire Caddo Parish community as we will not experience growth until all come together and vote on something as simple as a school calendar and asked board members to communicate with one another frequently and make one another aware of the challenges the communities are dealing with and work to come up with initiatives to solve the problems. He said in reality, many of the problems with crime and violence in the communities have risen and it’s not the responsibility of the City Council or the Police to solve these problems, but it begins at home and from there to the classroom. He dared the Caddo Parish School Board to come together and work for all students in Caddo Parish and move the district forward.

Scott Hughes, Alliance for Education, commended the previous speaker for his comments and that he would like to add two words, “distraction” and “focus”. He said he believes much of what has happened over the past several weeks has distracted our school system and despite all the students recognized at the meeting today for outstanding efforts and awards, the lead story in the news will be decisions of the board on adult issues. He said we need to refocus on what is good in the district, because there is a lot of good in the district -- good administrators, great principals, great teachers doing great things, and Caddo is set to have some great improvements. Mr. Hughes said the board needs to focus on how we can communicate better, how the board can reach a decision, regardless of how the board chooses to do so, on hiring a superintendent. He added he would like to see the board find a superintendent that seven, eight, nine, ten or twelve members of the board can agree on. He said he believes Dr. Jackson of Milwaukee made a good decision, as he doesn't know of anyone that would want to come into a situation that is six-six along any lines. He encouraged the board to get beyond distractions and focus on how we can move the district forward. He said the Alliance looks forward to working with the board in any way possible to find the person who needs to be Caddo's superintendent.

Dr. Phillip Rozeman addressed the board on Level V Leadership and how the author Jim Collins, in his book *Good to Great*, looks at what is required to move from a good organization to a great organization by looking at publicly traded companies and determining greatness in that realm. He explained the concepts of the difference between a good organization and a great organization; and how in reading this book, he was reminded of where the board is, as well as the community, in looking for a leader for our school system, which is one of the most important things we can do as a city. In looking at the leadership capacity of the five CEOs in this book, he said Jim Collins exploded some of the myths in moving from a good organization to a great organization and that what he did find in these CEOs was humility and personal will and perseverance. He noted he believes we have this kind of Level V leadership within the Caddo School District and to get there, we must enlarge the possibilities, not narrow them. Dr. Rozeman said he has heard what everyone has said they would like in a superintendent and asked the board to remember that as we continue to increase the number of qualifications, we continue to narrow the possibilities of the people we may want for leadership in the school district. He said he believes we are looking for someone on the way up and not someone on the way down and we don't need to box ourselves in by looking at those on the way down. He said the superintendent's is a job that will take great energy and great passion and someone with a tremendous desire to do a great work and these are the ones we need to look for. Dr. Rozeman presented each board member a copy of the book *Good to Great*.

CONFIRM THE CONSENT AGENDA

Mr. Rachal moved, seconded by Mr. Burton, to confirm the consent agenda. Vote on the motion carried unanimously. The following is a summary of the board's action on items categorized as the consent agenda:

Item 9. A., B., C., and E.

Personnel Recommendations. Per request from the superintendent, Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following board-approved personnel appointment: Brooke K. Walker, Counselor at Caddo Middle Magnet. This appointment will receive the appropriate salary as reflected by the Caddo Parish School Board Salary Schedule applicable to the position to which she is appointed.

Requests for Leaves. The following requests for leaves were approved as recommended by staff and included in the mailout.

Certified

Leave Without Pay, November 5, 2007 – December 21, 2007

Gloria Ramsey, Teacher, Oak Terrace, 22 years

Sabbatical Leave (Study), Fall Semester 2008 – Spring Semester 2009

Amy Deschler, Teacher, Mooringsport Elementary, 7 years

ClassifiedLeave Without Pay, December 3, 2007 – December 3, 2008

Yolanda Levings, Teacher's Aide, Youree Drive Middle School, 8 years

Leave Without Pay, January 14, 2008 – January 1, 2009

Jennifer Ardoin, Teacher's Aide, Forest Hill Elementary, 10 years

Other (Hiring, Assignment Changes, Separations & Resignations. The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of October 26, 2007 – November 19, 2007 as recommended by staff and included in the mailout.

Renewal of Administrative Contracts. The board approved the renewal of administrative contracts as recommended by staff and submitted in the mailout for Janet Holliday, Mattie Bell, Deborah Killian, Judith Wedgeworth, Cynthia Williams, James Outley, Latonya London and Kathy Terrell.

Agenda Item No. 10 A. (2, 4-6)

Bids The board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: Office Supply Catalog Bid – Ensemble Office Essentials totaling \$1,440.39; Medium Duty Truck with Van Body – Twin State Trucks, Inc. totaling \$60,082.59; School Buses – Ross Bus & Equipment Sales, Inc. for a total of \$713,562.00 and Kent-Mitchell Bus Sales & Service, LLC for a total of \$405,960.00; Full Line School Supplies – Catalog Bid of School Specialty percentage discount of 35.5%.

Agenda Item No. 11

Resolution Authorizing Advertising for Sealed Bids for the Purchase of \$14,290,000 in General Obligation Bonds. The board approved the following resolution authorizing the advertising for sealed bids for the purchase of \$14,290,000 in General Obligation Bonds as recommended by staff and submitted in the mailout.

RESOLUTION

A resolution authorizing the advertising for sealed bids for the purchase of Fourteen Million Two Hundred Ninety Thousand Dollars (\$14,290,000) of General Obligation School Bonds, Series 2008, of Parishwide School District of Caddo Parish, Louisiana, and providing for other matters in connection therewith.

BE IT RESOLVED by the Parish School Board of the Parish of Caddo, State of Louisiana, acting as the governing authority of Parishwide School District of Caddo Parish, Louisiana, that:

SECTION 1. The President of the Parish School Board of the Parish of Caddo, State of Louisiana (the "Governing Authority") is hereby empowered, authorized and directed to advertise in accordance with the provisions of law for sealed bids for the purchase of Fourteen Million Two Hundred Ninety Thousand Dollars (\$14,290,000) of General Obligation School Bonds, Series 2008 (the "Bonds") of Parishwide School District of Caddo Parish, Louisiana (the "Issuer"), being the fifth emission of bonds authorized at a special election held in the Issuer on April 17, 2004, for the purpose of acquiring and/or improving lands for building sites and playgrounds; including construction of necessary sidewalks and streets adjacent thereto; purchasing, erecting and/or improving school buildings and other school related facilities within and for the District, and acquiring the necessary equipment and furnishings therefore, including, to the extent feasible, those specific school projects set forth in the "Capital Improvements Plan" recommended by the Infrastructure Needs Committee and approved by the School Board on January 27, 2004, title to which shall be in the public. The Bonds will be in fully registered form, will be dated March 1, 2008, will be in the denomination of Five Thousand Dollars (\$5,000) each, or any integral multiple thereof within a single maturity, and will bear interest from date thereof, or the most recent interest payment date to which interest has been paid or duly provided for, at a rate or rates not exceeding six per centum (6%) per annum on any Bond in any interest payment period, said interest to be payable on September 1, 2008, and semiannually thereafter on March 1 and September 1 of each year. The Bonds will be in fully registered form and will mature serially on March 1 of each year as follows, to-wit:

<u>YEAR</u>	<u>PRINCIPAL AMOUNT</u>	<u>YEAR</u>	<u>PRINCIPAL AMOUNT</u>
2010	\$315,000	2022	\$575,000
2011	330,000	2023	605,000
2012	350,000	2024	635,000
2013	365,000	2025	670,000
2014	385,000	2026	705,000
2015	405,000	2027	740,000
2016	425,000	2028	775,000
2017	450,000	2029	815,000
2018	470,000	2030	860,000
2019	495,000	2031	905,000
2020	520,000	2032	950,000
2021	545,000	2033	1,000,000

SECTION 2. Those Bonds maturing March 1, 2019, and thereafter, will be callable for redemption by the Issuer in full or in part at any time on or after March 1, 2018, and if less than a full maturity, then by lot within such maturity, at the principal amount thereof and accrued interest to the date fixed for redemption. In the event a Bond is of a denomination larger than \$5,000, a portion of such Bond (\$5,000 or any multiple thereof) may be redeemed. Bonds are not required to be redeemed in inverse order of maturity. Official notice of such call of any of the Bonds for redemption will be given by first class mail, postage prepaid, by notice deposited in the United States mails not less than thirty (30) days prior to the redemption date addressed to the registered owner of each bond to be redeemed at his address as shown on the registration books of the Paying Agent.

SECTION 3. The Bonds shall be sold in the manner required by law, and in accordance with the terms of this resolution, the official Notice of Bond Sale herein set forth, and the Official Statement referred to in Section 6 hereof. In advertising the Bonds for sale, the Parish School Board shall reserve the right to reject any and all bids received.

SECTION 4. The President of the Governing Authority is hereby further empowered, authorized and directed to issue a Notice of Bond Sale and cause the same to be published as required by law, which Notice of Bond Sale shall be in substantially the following form:

**OFFICIAL
NOTICE OF BOND SALE
\$14,290,000 OF GENERAL OBLIGATION SCHOOL BONDS, Series 2008
OF
PARISHWIDE SCHOOL DISTRICT
OF CADDO PARISH, LOUISIANA**

**Sealed bids or electronic bids via PARITY®
will be received until 4:30 o'clock p.m., Central Time (Louisiana Time), on
Tuesday, January 22, 2008**

NOTICE IS HEREBY GIVEN that the Parish School Board of the Parish of Caddo, State of Louisiana (the "Governing Authority") acting as the governing authority of Parishwide School District of Caddo Parish, Louisiana, will receive sealed bids or electronic bids **via PARITY®** at the Parish School Board Office, Shreveport, Louisiana, **until four-thirty (4:30) o'clock p.m., Louisiana Time, Central Time, on Tuesday, January 22, 2008** (or such other date as may be determined by the President and advertised by Munifacts Disclosure Service) for the purchase of Fourteen Million Two Hundred Ninety Thousand Dollars (\$14,290,000) of General Obligation School Bonds, Series 2008 (the "Bonds") of Parishwide School District of Caddo Parish, Louisiana (the "Issuer"), being the fifth emission of bonds authorized at a special election held in the Issuer on April 17, 2004 for the purpose of acquiring and/or improving lands for building sites and playgrounds; including construction of necessary sidewalks and streets adjacent thereto; purchasing, erecting and/or improving school buildings and other school related facilities within and for the District, and acquiring the necessary equipment and furnishings therefore, including, to the extent feasible, those specific school projects set forth in the "Capital Improvements Plan"

recommended by the Infrastructure Needs Committee and approved by the School Board on January 27, 2004, title to which shall be in the public.

Electronic bids will be received for the Bonds via PARITY®, in the manner described below, until 4:30 p.m., Louisiana time, on Tuesday, January 22, 2008.

Bids may be submitted electronically via PARITY® pursuant to this Official Notice of Bond Sale until 4:30 p.m., Louisiana time, but no bid will be received after the time for receiving bids specified above. To the extent any instructions or directions set forth in PARITY® conflict with this Official Notice of Bond Sale, the terms of this Official Notice of Bond Sale shall control. For further information about PARITY®, potential bidders may contact PARITY® at I-Deal (212) 849-5021.

Each prospective electronic bidder shall be solely responsible to register to bid via PARITY® as described above. Each qualified prospective electronic bidder shall be solely responsible to make necessary arrangements to access PARITY® for the purposes of submitting its bid in a timely manner and in compliance with the requirements of the Notice of Sale. Neither the Issuer nor PARITY®, shall have any duty or obligation to provide or assure access to PARITY® to any prospective bidder, and neither the Issuer nor PARITY® shall be responsible for a bidder's failure to register to bid or for proper operation of, or have any liability for any delays or interruptions of, or any damages caused by, PARITY®. The Issuer is using PARITY® as a communication mechanism, and not as the Issuer's agent, to conduct the electronic bidding for the Bonds. No other form of electronic bid or provider of electronic bidding services will be accepted. The Issuer is not bound by any advice and determination of PARITY® to the effect that any particular bid complies with the terms of this Official Notice of Bond Sale and in particular the "Bid Requirements" hereinafter set forth. All costs and expenses incurred by prospective bidders in connection with their registration and submission of bids via PARITY® are the sole responsibility of the bidders; and the Issuer is not responsible, directly or indirectly, for any of such costs or expenses. If a prospective bidder encounters any difficulty in submitting, modifying or withdrawing a bid for the Bonds, he should telephone PARITY® at (212) 849-5021 and notify the Issuer's Bond Counsel, Foley & Judell, L.L.P. at (504) 568-1249.

Electronic bids must be submitted for the purchase of the Bonds via PARITY®. Bids will be communicated electronically to the Issuer at 4:30 p.m., local Louisiana time, on January 22, 2008. Prior to that time, a prospective bidder may (1) submit the proposed terms of its bid via PARITY®, (2) modify the proposed terms of its bid, in which event the proposed terms as last modified will (unless the bid is withdrawn as described herein) constitute its bid for the Bonds, or (3) withdraw its proposed bid. Once the bids are communicated electronically via PARITY® to the Issuer, each bid will constitute an irrevocable offer to purchase the Bonds on the terms therein provided. For purposes of the electronic bidding process, the time as maintained on PARITY® shall constitute the official time.

Bids will also be accepted in written form on the Official Bid Form. The Issuer will receive sealed bids at the Parish School Board Office, Shreveport, Louisiana, for the purchase of \$14,290,000 of principal amount of General Obligation School Bonds, Series 2008 of Parishwide School District of Caddo Parish, Louisiana. Each bid must be in written form on the Official Bid Form in a sealed envelope marked "Proposal for the Purchase of General Obligation School Bonds, Series 2008 of Parishwide School District of Caddo Parish, Louisiana". For purposes of accepting written bids, the time as maintained on PARITY® shall constitute the official time.

The Bonds will be in fully registered form, will be dated March 1, 2008, and will be in the denomination of Five Thousand Dollars (\$5,000) each, or any integral multiple thereof within a single maturity. The Bonds will bear interest from date thereof or the most recent interest payment date to which interest has been paid or duly provided for, at a rate or rates not exceeding six per centum (6%) per annum on any Bond in any interest payment period, said interest to be payable on September 1, 2008, and semiannually thereafter on March 1 and September 1 of each year. The Bonds will mature serially on March 1 of each year as follows, to-wit:

<u>YEAR</u>	<u>PRINCIPAL AMOUNT</u>	<u>YEAR</u>	<u>PRINCIPAL AMOUNT</u>
2010	\$315,000	2022	\$575,000

2011	330,000	2023	605,000
2012	350,000	2024	635,000
2013	365,000	2025	670,000
2014	385,000	2026	705,000
2015	405,000	2027	740,000
2016	425,000	2028	775,000
2017	450,000	2029	815,000
2018	470,000	2030	860,000
2019	495,000	2031	905,000
2020	520,000	2032	950,000
2021	545,000	2033	1,000,000

The Bonds will be issued as fully registered bonds in “book-entry only” form and registered in the name of Cede & Co., as nominee of The Depository Trust Company, New York, New York (“DTC”). DTC will act as securities depository for the bonds, and purchasers of the Bonds will not receive certificates representing their interest in the Bonds purchased.

Those Bonds maturing March 1, 2019, and thereafter, will be callable for redemption by the Issuer in full or in part at any time on or after March 1, 2018, and if less than a full maturity, then by lot within such maturity, at the principal amount thereof and accrued interest to the date fixed for redemption. In the event a Bond is of a denomination larger than \$5,000, a portion of such Bond (\$5,000 or any multiple thereof) may be redeemed. Bonds are not required to be redeemed in inverse order of maturity. Official notice of such call of any of the Bonds for redemption will be given by first class mail, postage prepaid, by notice deposited in the United States mails not less than thirty (30) days prior to the redemption date addressed to the registered owner of each bond to be redeemed at his address as shown on the registration books of the Paying Agent.

The principal of the Bonds, upon maturity or redemption, will be payable at the principal corporate trust office of the Paying Agent upon presentation and surrender thereof, and interest on the Bonds will be payable by the Paying Agent by check mailed by the Paying Agent to the registered owner (determined as of the 15th calendar day of the month next preceding said interest payment date) at the address as shown on the books of said Paying Agent. Said Paying Agent will be a qualified bank or trust company selected by the Issuer.

Except as provided under DTC’s book-entry only system, the Bonds may be transferred, registered and assigned only on the registration books of the Paying Agent, and such registration shall be at the expense of the Issuer. A Bond may be assigned by the execution of an assignment form on the Bonds or by other instruments of transfer and assignment acceptable to the Paying Agent. A new Bond or Bonds will be delivered by the Paying Agent to the last assignee (the new registered owner) in exchange for such transferred and assigned Bonds after receipt of the Bonds to be transferred in proper form. Such new Bond or Bonds must be in the denomination of \$5,000 or any integral multiple thereof within a single maturity. Neither the Issuer nor the Paying Agent shall be required to issue, register, transfer or exchange (i) any Bond during a period beginning at the opening of business on the 15th day of the month next preceding an interest payment date and ending at the close of business on the interest payment date, or (ii) any Bond called for redemption prior to maturity during a period beginning at the opening of business fifteen (15) days before the date of the mailing of a notice of redemption of such Bonds and ending on the date of such redemption.

Each bid submitted, whether submitted as a sealed bid or electronically, must be for the entire issue of Bonds, and must be accompanied by a deposit (the “Deposit”) as follows: (i) a certified or cashier's check on any member of the Federal Reserve System, or (ii) a Financial Surety Bond, in the amount of One Hundred Forty Two Thousand Nine Hundred Dollars (\$142,900) made payable to the Issuer as a guarantee that the bidders will comply with the terms of their bids. If a Financial Surety Bond is used, it must be from an insurance company licensed to issue such a bond in the State of Louisiana, and such Financial Surety Bond must be submitted to the Governing Authority or its Bond Counsel by 9:00 a.m., Louisiana (Central) time, on the sale day. The Financial Surety Bond must identify each bidder whose Deposit is guaranteed by such Financial Surety Bond. If the Bonds are awarded to a bidder utilizing a Financial Surety Bond, then that purchaser is required to submit its Deposit to the Issuer in the form of a wire transfer not later than 3:30 p.m., Louisiana (Central) time, on the day following the award. If such Deposit is not received by that time, the Financial Surety Bond may be drawn by the Issuer to

satisfy the Deposit requirement. The Deposits of the unsuccessful bidder or bidders will be returned promptly, and the Deposit of the successful bidder or bidders will be deposited and the proceeds credited against the purchase price of the Bonds, or in the case of neglect or refusal to comply with such bid, will be forfeited to the Issuer as and for liquidated damages. No interest will be allowed on the amount of the Deposit.

Bidders shall name the rate or rates of interest the Bonds shall bear, not exceeding six per centum (6%) per annum on any Bond in any interest payment period, to be expressed in a multiple of 1/20th or 1/8th of 1% per annum. Bids must stipulate a purchase price for the Bonds of the par value thereof and accrued interest from the date of the Bonds to the date of delivery of the Bonds. No bid which specifies cancellation of the Bonds will be considered. No bids providing for additional or supplemental interest will be considered.

The Governing Authority will meet at the place and time hereinabove set forth for the receipt of bids. The Bonds will be awarded to the bidder whose bid offers the lowest "true interest cost" to the Issuer for the full authorized amount of the Bonds, to be determined by doubling the semiannual interest rate (compounded semiannually) necessary to discount the debt service payments on the Bonds from the payment dates to March 1, 2008, such that the sum of such present values is equal to the price bid, including any premium bid but not including interest accrued to the date of delivery (the preceding calculation is sometimes referred to as the "Canadian Interest Cost Method" or "Present Value Method"). In the case of a tie bid, the winning bid will be awarded by lot. If any bid for the Bonds shall be acceptable, a prompt award of the bonds will be made. The right is expressly reserved to waive any irregularity in any bid or to reject any and all bids received.

It shall be the obligation of the successful bidder to furnish in writing to the Issuer's Bond Counsel, referenced below, the reoffering yields within three (3) business days after the date of the sale and the initial public offering prices of the Bonds not less than ten (10) business days prior to delivery of the Bonds.

The Official Statement containing pertinent information relative to the authorization, sale and security of the Bonds is being prepared and may be obtained upon its completion from the Issuer's Bond Counsel, Foley & Judell, L.L.P., One Canal Place, Suite 2600, 365 Canal Street, New Orleans, Louisiana 70130. The Purchaser will be furnished a reasonable number of final official statements on or before the seventh business day following the sale of the Bonds.

The approving legal opinion of Foley & Judell, L.L.P., Bond Counsel, who have supervised the proceedings, the printed Bonds and the transcripts of record as passed upon will be furnished to the successful bidders without cost to them. Said transcripts will contain the usual closing proofs, including a certificate that up to the time of delivery no litigation has been filed questioning the validity of the Bonds or the respective tax revenues necessary to pay the same.

In order to assist bidders in complying with S.E.C. Rule 15c2-12(b)(5), the Governing Authority will undertake, pursuant to the resolution providing for the issuance of the Bonds and a Continuing Disclosure Certificate, to provide annual reports and notices of certain events. A description of this undertaking is set forth in the Preliminary Official Statement and will also be set forth in the Final Official Statement.

For information relative to the Bonds and not contained in the Notice of Bond Sale and Official Statement, address Mr. Jim Lee, Finance Director, Caddo Parish School Board, 1961 Midway Street, Shreveport, Louisiana 71108, or Foley & Judell, L.L.P., One Canal Place, Suite 2600, 365 Canal Street, New Orleans, Louisiana 70130, Bond Counsel.

THUS DONE AND SIGNED at Shreveport, Louisiana, on this, the 18th day of December, 2007.

President

Attest:

Secretary

SECTION 5. This Governing Authority will meet in open and public session at the time and place set out in the Notice of Bond Sale incorporated herein (or such other date as may be determined by the President of the Governing Authority and advertised by Munifacts Disclosure Service), for the purpose of receiving bids for the Bonds, considering and taking action upon the bids, and taking any other action required by this resolution, or necessary to effectuate the issuance, sale and delivery of the Bonds. If any award of the Bonds shall be made, such award shall be made for not less than par and accrued interest to the best bidder for the Bonds, such award and best bidder to be determined in accordance with the aforesaid Notice of Bond Sale.

SECTION 6. There shall be prepared an Official Bid Form for the submission of bids and an Official Statement which shall contain complete bidding details, security features and other pertinent information relative to the sale and issuance of the Bonds as may be deemed necessary, advisable or desirable, which Official Bid Form and Official Statement shall be distributed to all prospective bidders and other interested parties.

SECTION 7. In order to assist bidders in complying with S.E.C. Rule 15c2-12(b)(5), the Governing Authority will undertake, pursuant to the resolution providing for the issuance of the Bonds and a Continuing Disclosure Certificate, to provide annual reports and notices of certain events. A description of this undertaking will be set forth in the Preliminary Official Statement and the Final Official Statement.

SECTION 8. Prior to the delivery of the Bonds, the Issuer anticipates that it may pay a portion of the costs of the project from the General Fund. A portion of the project includes specifically making capital improvements to the school system of the Parish. Upon the issuance of the Bonds, the Issuer reasonably expects to reimburse any such expenditure of other available funds from a portion of the proceeds of the Bonds. Any such allocation of proceeds of the Bonds for reimbursement will be with respect to capital expenditures (as defined in Reg. 1.150-1(b)) and will be made upon the delivery of the Bonds and not later than one year after the later of (i) the date such expenditure was paid or (ii) the date on which the project was placed in service. This Section is intended to be a declaration of official intent within the meaning of Reg. 1.150-2.

Agenda Item No. 12

Mutual Use of Facilities Cooperative Endeavor Agreement. The board approved the mutual use of facilities cooperative endeavor agreement as recommended by staff and included in the mailout.

Agenda Item No. 13

Request for Use of School Buses by The Achievement Academy, LLC. The board approved The Achievement Academy, LLC's request for the use of school buses as recommended by staff and included in the mailout.

Agenda Item No. 14

Recommendation of Designers for 2008-2009 Capital Projects. The board approved the designers for the 2008-2009 Capital Projects as recommended by staff and included in the mailout.

Agenda Item No. 15

Revised Reconstitution Plan for Bethune Middle Academy. The board approved the proposed revised Reconstitution Plan for Bethune Middle Academy as recommended by staff and included in the mailout.

Agenda Item No. 16

Caddo Credit Recovery Program (CCRP) Grant. The board approved the proposed Caddo Credit Recovery Program (CCRP) Grant as recommended by staff and submitted in the mailout.

Agenda Item No. 17

Request for Professional Development Day. The board approved the request for a professional development day for Oak Terrace/J.B. Harville Alternative School on January 17, 2008 as recommended by staff and submitted in the mailout.

Agenda Item No. 18

Revision to CPSB Policy GCBD/D2 – Donation of Employee Sick Leave Days (Serious Health Condition). The board approved the proposed revisions to CPSB Policy GCBD/D2 for Donation of Employee Sick Leave Days (Serious Health Condition) as submitted in the mailout.

Agenda Item No. 19

Policy on Cell Phone Use. The board approved the proposed revisions to the CPSB policy on cell phone use as amended and placed at board members' stations.

Agenda Item No. 22

Theater of Performing Arts Yazzy Program. The board approved \$2000 for the Yazzy program as previously approved in the budget.

BIDS

Mr. Guin announced the board is voting separately on the bids for Broadband Service and Dedicated Internet Access as Mr. Ramsey will need to abstain due to a conflict.

Mr. Burton moved, seconded by Mrs. Hardy, to approve the bid of AT&T totaling 100 points for Broadband Service, and the bid of AT&T Louisiana totaling 100 points for Dedicated Internet Access, as recommended by staff and included in the mailout. Vote on the motion carried with Board member Ramsey abstaining and Board members Guin, Hardy, Burton, Crawley, May, Phelps, Priest, Crawford, Rachal, Armstrong and Bell supporting the motion.

POLICY REGARDING BOARD VOTING PROCEDURES FOR PROMOTIONAL APPOINTMENTS

Ms. Phelps moved, seconded by Mrs. May, to approve Policy GCO as revised and placed at board members' stations. Ms. Phelps stated she would like the board's support of the proposed revision and noted the last sentence "if a board member disagrees with any recommendation for promotion that the superintendent shall separate that recommendation". She explained she has been working on this proposed revision as she believes that over the last couple of years we have been in a box when there have been concerns about different positions and noted various situations, i.e. a new employee comes to the district as a counselor with no experience and a coordinator with certification as a supervisor in that area is promoted to principal over an assistant principal; employees promoted to supervisory positions because of connections and not necessarily their degree in a specific area; a seven-year teacher in the classroom receiving certification, but no internship, is promoted to assistant principal; an assistant principal expressing the desire to be promoted is interviewed a number of times but is not promoted despite 30 years in the system and 10 years as an assistant principal; and employees not wanting to apply for positions anymore because they already know who will get the position because of the "buddy" system. She said these things have concerned her for some time and she understands that board members may look at the resumes and see things different than the Human Resources Department, and this is fine; but if she has a concern, and referenced the statute that states nothing shall prevent a school board from rejecting the recommendation of a superintendent and requiring the superintendent to submit additional recommendations, she only asks that the wishes to vote on them separately be respected. Mrs. May concurred with the Ms. Phelps' comments.

Mr. Burton stated he understands the maker of the motion's rationale, but he still believes it is redundant. He said the executive committee has the right to set the consent agenda and the consent agenda means just that, that all board members have to agree. Mr. Burton added when the board comes to the scheduled board meeting, any board member can request that an item not be on consent and it will not be on consent. He said if a motion is made during a special called meeting concerning combining the candidates, it is a motion that has to be voted on by voting

yes or no. He further explained if a board member wants to separate a motion, any board member can make such a motion, and he thinks the maker of the motion's intent is already evidenced in the board's policy regarding the agenda.

Mrs. Bell stated she too has had a problem as there have been five or six employees up for promotion and if it's put on consent and she disagrees with one of the recommendations, it causes her to vote no on all of them. She said she supports the motion on the floor.

Mr. Rachal reiterated comments by Mr. Burton and shared the example that on tonight's agenda, there were six items under bids and Mr. Ramsey asked for two of them to be removed from consent, which can be done under the board's current policy. He asked if the maker of the motion would be agreeable to saying "if any board member requests" instead of "if any board member disagrees". Ms. Phelps asked for clarification and if Mr. Rachal is saying "if any board member requests to be voted on separately" and scratch everything else? Mr. Rachal restated that "if any board member requests that a recommendation for promotion be separated, it shall be done..." Mr. Rachal also reiterated that any board member can remove any portion of the agenda and separate an item from consent. Ms. Phelps again clarified that if a board member requests that a recommendation for promotion be separated, the superintendent will do so and that she supports this change. Mr. Guin asked if he understands that the policy is basically the same policy we already have with the exception of that statement? Ms. Phelps asked for clarification when saying already have, because we do not have a policy with this in it. Mr. Guin said he is referring to the policy as it pertains to the consent agenda, and nothing changes except for the statement added. Ms. Phelps reread the correction as follows: *"if a board member requests that a recommendation for promotion be separated, the superintendent shall separate the recommendation from the others and it shall be voted on separately from the other promotional recommendations."* Mr. Guin said it is his understanding in doing this that this separation would have to occur prior to the board meeting, and asked if Ms. Phelps would also add in that policy the *board president along with the superintendent* as this policy will allow for this to be done during a meeting and the superintendent does not preside over a meeting, but the board president does. Ms. Phelps stated her agreement with this recommended change and that the superintendent is listed as board members may share with the superintendent their concerns prior to the meeting. She said this is so there is communication prior to the meeting with the superintendent and she does understand about the special meetings, but since there is not a policy, she would rather have a policy than deal with a practice. Mr. Burton added that is where they differ, as the policy is the fact that the executive committee has the authority to create the consent agenda and any board member can pull an item off consent, and *he called for the question, seconded by Mr. Ramsey. Vote on the motion to call for the question carried with Board members Guin, Crawley, May and Rachal opposed, and Board members Hardy, Burton, Phelps, Priest, Crawford, Ramsey, Armstrong and Bell supporting the motion.*

Vote on the main motion as amended carried with Board members Burton and Ramsey opposed and Board members Guin, Hardy, Crawley, May, Phelps, Priest, Crawford, Armstrong and Bell supporting the motion. Board member Rachal abstained.

APPOINTMENT OF CPSB REPRESENTATIVES TO INTERGOVERNMENTAL CONSORTIUM

Ms. Priest moved, seconded by Mrs. May, that the CPSB approve the appointment of three members, appointed by the president, to serve on the Intergovernmental Committee for Caddo Parish. Ms. Priest said this is a good opportunity for all three governmental entities to work together on some specific issues for the parish, i.e. adjudicated property, youth services, etc. Mr. Rachal stated he understands us working with this group and asked if we are looking for the approval of the president or is the president just going to appoint three board members? Mr. Guin explained this will be added to a number of appointments that the board president already makes. Vote on the motion carried unanimously.

EXTENSION OF INTERIM SUPERINTENDENT'S CURRENT ADMINISTRATIVE CONTRACT AND POSSIBLE ADJUSTMENT OF INTERIM SUPERINTENDENT'S SALARY DURING THE PENDENCY OF SUPERINTENDENT'S SEARCH

Mr. Ramsey moved, seconded by Mr. Rachal, that the CPSB extend the interim superintendent's current administrative contract two years beyond the end of his service as interim superintendent

and that the 2008 executive committee negotiate with the interim superintendent an additional salary payment during the time of his service as interim superintendent and that the salary increase be brought back to the board for approval at the first meeting in January.

Mr. Ramsey stated that as a result of the action of the board at the last meeting, it is now necessary for the interim superintendent to continue in that capacity for a longer period of time than anticipated and as such, the interim superintendent will be acting as superintendent for a substantial portion of his current administrative contract; therefore, he believes it is appropriate and reasonable that the board extend Mr. Watson's current contract for an additional two years from the date the new superintendent begins serving in Caddo Parish as well as negotiate with him an additional salary payment during the time of the superintendent search until the new superintendent takes office, and again he believes this is reasonable since he is serving in two jobs – interim superintendent and assistant superintendent. Mr. Rachal stated that in all fairness, he believes it is the least we can do as a school board. He said we are currently getting two employees for the price of one and we should let the executive committee work out the details and bring a recommendation to the board for a vote. Regarding extending his contract as the assistant superintendent, he believes this shows a sincere desire and willingness to stay and work in this district, which he believes speaks volumes.

Mrs. Bell asked if she understands correct that as of December 1st, the interim superintendent's contract stopped and the board is voting to extend it? Mr. Guin responded that is not correct, but when the board voted an interim superintendent, and the minutes reflect, it was until such time that a permanent superintendent is named. The motion on the table now is to, at that point in time, extend Mr. Watson's original contract, which was for two years, two years from the point a new superintendent is named. Mrs. Bell asked if whenever we select a new superintendent, will Mr. Watson return to the assistant superintendent position with a two-year contract, and the response was that is correct. Mr. Guin explained that the second portion of the motion is to allow the 2008 executive committee to negotiate a salary adjustment with the interim superintendent for as long as he serves as interim, and to bring a recommendation back to the board in January.

Ms. Phelps asked the maker of the motion if he anticipates there will be an increase or there should be an increase and why? Mr. Ramsey stated he anticipates the executive committee will fairly negotiate with the interim superintendent and adjust the salary as stated in the rationale, since he has been serving in two jobs since he began service as interim on August 1st and since that time the compensation has been a little over \$11,000 and when you look at this and compare it to the fact he is responsible for two jobs that did cost the district about \$260,000 plus dollars. While it is a tremendous savings to the district, there is at the same time a tremendous volume of work relating to both jobs and he believes this is only reasonable. Mr. Ramsey also added that the board did the same thing for Mr. Festavan when he served as interim for approximately a year and the board also moved Mr. Festavan's salary to the same as the exiting superintendent and this board didn't do anything near that for Mr. Watson.

Ms. Phelps stated that she heard the increase was a little over \$11,000 and she doesn't remember the motion Mr. Rachal brought up when the motion passed, but the documentation she has indicates it's double that \$11,000 amount. Mr. Ramsey said the motion was to pay him \$2,250 per month for services as interim superintendent and \$2,250 times 5 is \$11,250. Ms. Phelps said she requested the single amount of the increase. Mr. Ramsey said the facts are that the payment has been \$2,250 a month in addition to the assistant superintendent's salary since he began serving as interim. Ms. Phelps said when the motion came out, and she is trying to understand everything correctly, she received a document from the director of finance and the information being stated and what she has is incorrect information. She said she is bothered that she would get a document from the director of finance, signed by him and Mr. Watson, which is incorrect. She said when the motion came to the board, it was already stated what the salary would be and she doesn't know how Mr. Rachal came up with that amount at that time, but it was obviously agreed upon for such time that we find a superintendent and whether we did or not, she thinks the contract was left open. Also, she has a problem with the extension of the contract, she believes that is an administrative duty per our superintendent. She stated that a number of times the board is reminded what the board's duties are and not to get them construed with administrative duties and at this point, she believes extending a contract should definitely come from the superintendent. She said it bothers her that this has caught her by surprise, and she has

conflicting information with the increase upon what was agreed upon, and she believes extending the contract would be a superintendent's responsibility.

Vote on the motion carried with Board members May and Phelps opposed and Board members Guin, Hardy, Burton, Crawford, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

SUPERINTENDENT SEARCH UPDATE

Mr. Ramsey asked if he is correct that there is a policy that requires 2/3 vote of the board to do this. Mr. Abrams verified that is correct, it will require 2/3 vote if a board member raises a point of order to the fact it was added after the work session and there is not documentation for it.

Ms. Phelps moved, seconded by Ms. Hardy, to approve that the superintendent search advisory committee meet with the Caddo Parish School Board in a workshop before starting the selection process again. Ms. Phelps stated the search advisory committee put in a lot of time and energy for the outcome to be what it was, one she never imagined, and at the point of explaining to them and then asking the board questions, she believes we need to afford them the opportunity to speak with the board. Mr. Guin asked Mr. Abrams if the motion on the table is to have the committee and the board meet in executive session? Ms. Phelps indicated she didn't say executive session, but a work session or workshop. Mrs. Armstrong asked the maker of the motion to restate the motion which Ms. Phelps did. Mrs. Armstrong asked if there is an anticipated date? Ms. Phelps responded no, but this is what will happen before we begin the process again. Mrs. Armstrong asked if the discussion be limited to those two groups only? Ms. Phelps responded that is correct and her rationale is her committee appointee had wondered what was happening and there were some things she could not explain. As a result of the time and energy put into the search, she thought the board should at least sit down with them and share with each other. *Vote on the motion carried unanimously.*

ELECTION OF 2008 OFFICERS

Mr. Guin declared the floor open for nominations for President for 2008. Mr. Ramsey nominated Willie Burton for President for 2008. There being no additional nominations, *Mr. Ramsey moved, seconded by Ms. Priest, that the nominations be closed. Vote on the motion to close the nominations carried unanimously.* Mr. Guin announced it is unanimous Mr. Willie Burton will serve as the Caddo Parish School Board President for 2008.

Mr. Guin declared the floor open for nominations for the 2008 First Vice President. Mrs. Armstrong nominated Bonita Crawford. There being no additional nominations, *Mrs. Armstrong moved that the nominations cease and that she be accepted by acclamation. Mr. Burton seconded the motion and vote on the motion carried unanimously.* Mr. Guin announced that Mrs. Crawford will serve as the 2008 First Vice President.

Mr. Guin declared the floor open for nominations for the 2008 Second Vice President. Mrs. Bell nominated Lillian Priest. There being no additional nominations, *Mrs. Armstrong moved that the nominations cease and that she be accepted by acclamation. Mr. Burton seconded the motion and vote on the motion carried unanimously.* Mr. Guin announced that Lillian Priest will serve as the 2008 Second Vice President.

AUTHORIZATION FOR PRESIDENT TO USE FACSIMILE SIGNATURE

Mr. Rachal moved, seconded by Mrs. Bell, to authorize the President to use a facsimile signature. Vote on the motion carried unanimously.

ANNOUNCEMENTS AND REQUESTS

Mrs. Hardy announced that she was at the meeting early today and when she arrived there was no place for her to park and asked Mr. Murry to follow up on those parking in board members spots when it is reserved. Mr. Murry responded he will get with Tommy Smith to follow up with his staff.

Ms. Phelps noted that regarding the billboard at the corner of Youree and East 70th, and the comments made, she said there was a parent who had noted what this possibly cost and asked why that firm didn't donate that money for air conditioning a bus.

Ms. Phelps also referenced the young man who spoke on the unity of the board and how very well he stated his remarks. She also thanked everyone for the holiday cards and wished everyone a safe holiday.

Mrs. Bell expressed her appreciation for the board's support on the cell phone policy and for the media listening to what she said regarding the misinformation in the paper. Mrs. Bell also announced she and Mrs. Flowers agreed to work with the overage students and the career center.

Mrs. Bell asked for a report in January to explain staffing to her. She noted there are some schools that are overstaffed and some are understaffed and she would like to understand the formula.

Mrs. Bell also announced that on December 19th in the board room, the collected educational gifts will be distributed to 47 elementary schools for giving to students. She said she hopes each school will pick up at least five toys to give to a child at their school.

Mr. Rachal noted some of the information staff provided the board this past week, i.e. JROTC Civilian Cadet Program, the information on summer school for grades 5-7, televising the Caddo Parish School Board meetings, and the recognition of Caddo Parish Magnet High School in the December 10, 2007 edition of *U.S. News and World Report* as one of the nation's best schools and he believes this certainly needs to be recognized. Mr. Rachal also noted the information received on the Pre-K State Monitoring Report and that Caddo received excellent ratings on 295 of 301 items assessed.

Mr. Burton asked that staff investigate those students getting off the bus in Cherokee Park and starting fights and talk to the liaison officer in that area and attempt to rectify this situation.

Mr. Abrams announced that the Shreveport Chorale and Instrumental Ensemble will present *Sing Noel* on Thursday, December 20, 2007 at St. Pius and invited all interested to attend.

Mr. Guin expressed his appreciation to each board member for supporting him as President during 2007 and wished everyone a Merry Christmas and Happy New Year.

EXECUTIVE SESSION

Clark v. McAdams and CPSB, No. 483,350 First JDC Caddo Parish. *Mr. Burton moved, seconded by Mr. Ramsey, to accept the recommendation received concerning the legal update regarding Clark v. McAdams and CPSB No. 483,350 First JDC Caddo Parish as provided in the mailout. Vote on the motion carried unanimously.*

Adjournment. *Mrs. Crawford moved, seconded by Mr. Burton, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 6:30 p.m.*

Rodney Watson, Interim Secretary

Phillip R. Guin, President

January 8, 2008

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 5:13 p.m. (immediately following a special call meeting) on Tuesday, January 8, 2008 with President Willie Burton presiding and Bonita Crawford and Lillian Priest present being a quorum. Other school board members present were Phillip Guin, Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Interim Secretary Wanda Gunn, Legal Counsel Reginald Abrams, staff and other visitors. The prayer and pledge were omitted.

PRESENTATIONS

2008-2009 School Calendar. Wanda Gunn shared with the board information previously provided to the board for consideration in putting together a school calendar and announced that tonight she and Dr. Robinson will provide additional information needed in developing a calendar with final information being presented on the 22nd. Mrs. Gunn stated that the topic to be discussed on the 22nd will be athletics and personnel requirements in this area. She reminded the board that in accordance with the board's policy ICA, adoption of the school calendar shall be no later than February 28th of the previous school year. Also, according to Bulletin 741 of the State Department of Education, 63,720 instructional minutes are required for the school year, a minimum of 182 days, and at least 177 instructional days. She added that traditionally, Caddo also schedules 178 student contact days. Dr. Mary Nash-Robinson stated that Bulletin 741 also requires the inclusion of two professional days in the calendar, that each semester should be as equally divided as possible, quarters should be divided as equally as possible, the Presidential Election is November 4, 2008 and the LEA requires that this is a designated a holiday. In addition to the required professional development days, Caddo traditionally schedules two teacher work days, which are very important to the teaching staff. Regarding state testing and summer retesting, students are required to have 50 hours of instruction per remediation subject. She said based on the requirements, summer school start date should be no later than May 28, 2008.

Mrs. Crawley asked why the need to start summer school no later than May 28th? Dr. Robinson explained it is to allow the students to receive the required 50 hours of instruction before the summer retest. Mrs. Crawley asked if this is going half days or whole days? Dr. Robinson responded the summer schedule is 8:00 a.m. until approximately 1:30 p.m. Mr. Burton reminded the board members to address the chair rather than randomly talking out of order. Mrs. Crawley asked if this day (May 28th) could adjust depending on the length of the summer school day? Mrs. Gunn said it could be, it would mean the students would probably have to go the entire day or longer in order to get the required hours, and she added we are tied to the March testing dates and the June retest. Dr. Robinson announced that the Central Office staff is available to assist with the development of the 2008-2009 school calendar as needed.

Mrs. Bell asked if we have not established the end date for school? Mrs. Gunn said this is information, as requested by the board, on developing a school calendar. Mrs. Bell stated the staff has already said that school must end by May 28th, so hasn't staff already established when school is ending? Mrs. Bell asked if the 50 hours is state recommendation? Mrs. Gunn confirmed that the 50 hours is state regulation. Mrs. Bell stated she remembers when she taught summer school the whole day and they started the second week in June, and while she understands things are changing, can staff consider the second week in June? Mrs. Gunn explained staff took the June 25th, June 29th and June 30th summer retest dates established by the state and counted up the fifty hours before that. Mrs. Bell asked how many times do we have to retest in the summer? Mrs. Gunn explained that it is the English, Language Arts and Mathematics, and staff is testing on more than one subject and these are the dates the state gives for that. Mrs. Bell said everyone needs a break and we are pushing the teachers to get finished and if a child must go to summer school because they did not do their work, going all day is their punishment. She said we need to wait until June to start summer school and give everyone a break.

Mrs. Gunn responded staff will look at what the length of the school day would need to be if we have a summer school start date after May 28th.

Mrs. Crawley asked if it is outrageous to ask the students to come to school on a Saturday and asked what percentage of summer school students pass? Rosemary Woodard responded it was either 32 or 36%. Mrs. Crawley stated she does not want to set the majority of the school around this percentage, and asked staff to bring back information on adding Saturday. Mrs. Crawley stated she understands this is a commitment by employees who will get paid, and she would also like information on how late in the day would students have to go if it's normal, Monday through Friday. She also asked that staff provide copies of Bossier's four options.

Mrs. Crawford asked if we are not reporting grades via the computer now? Mrs. Gunn responded it was piloted last year and we are in the process of implementing it this year. Mrs. Crawford asked, if based on this, will it not be easier and quicker to get the grades in? Mrs. Gunn said it should be as soon as the teachers learn how to do this quickly and efficiently.

Mr. Rachal also asked that the staff put together two or three calendar options for the board to consider and asked when does the calendar have to be submitted to the state? Mrs. Gunn said staff submits it shortly after the board adopts it and there have been years the final calendar approval has been postponed until after the end of February. She added the state wants it once the district approves it in order to put dates, etc. in that are used by the school system to report to the state. He asked if the options can be provided to the board as soon as possible so discussion can begin by the next meeting, or at the latest the first meeting next month. Mrs. Gunn stated staff could have some options for the board to look at by the 22nd when presenting the report. She also asked the board if they wish employees to have input before making a final decision on the calendar, i.e. options going to the schools and returned? The board members were in agreement with getting input from the employees. Mr. Rachal said he would like for the options sent to the board to be available to all employees so employees may contact board members regarding input. Ms. Phelps stated she would like for us to do what we normally do with the calendar and that some will remember the calendar was discussed at the board retreat in January and the feedback provided was the surveys and that nothing is done different with the employee input as was done in the past. Ms. Phelps also reminded the board relative to the summer school percentage passing that we should keep encouraging students and parents to take advantage of the tutoring opportunities available to them. Ms. Phelps also stated that the Discipline Review Committee has discussed assistant principals and administrators participating in some staff development on discipline and can this be considered as some workshops in the next school year.

Mr. Burton reminded the board that it is the responsibility of the committee to develop the calendar and these are suggestions for the board to consider when developing the calendar. He said changes, amendments can be done at the time a calendar is presented for a vote.

Mrs. Armstrong asked how the discussion got from the calendar to the Discipline Committee? Mr. Burton explained that Ms. Phelps was talking about considering putting a date in the calendar for this, and it's the responsibility of that committee to submit or dismiss the suggestions presented and if a board member wishes to change it, they can make a motion to do so. Ms. Phelps added that staff mentioned days for staff development and teacher workshops, and she is suggesting that since the committee has had this conversation, and she was only sharing this with the board for the calendar. Mr. Burton reminded the board that suggestions are being offered, and debate is not to take place.

Mrs. Armstrong said she would like an understanding of the statement that when the staff brings four possible calendars to the board that it be distributed at the same time to the employees and would it not be better for the board to look at those options and come to a general consensus prior to sending them out and getting input from all the employees. Mrs. Gunn explained that last year a survey was done via the computer, and the same could be done this year with a scenario of the calendar options. She added that on the 22nd, staff can add to their report the proposed scenarios prior to getting input from employees.

Mrs. Bell said she is not debating, but the biggest issue when she came on the board one year ago was the calendar, and in the public, it was that the calendar had already been voted on before the board even discussed it. She said she wants to look at the calendars and ask questions and provide input on this before it goes public. She asked Mr. Burton if this could be discussed at the retreat?

Mrs. Crawley said there needs to be a work session for the Committee of the Whole and it needs to be prior to February. Mr. Burton said that is correct that staff did bring their ideas, but the board voted that it would come up with the calendar as a Committee of the Whole, and today is to get information for the board to consider in developing a calendar and that as soon as staff has everything ready, a work session can be scheduled to discuss it.

EXECUTIVE COMMITTEE – ESTABLISH THE AGENDA FOR THE JANUARY 22, 2008 CPSB MEETING

Mrs. Gunn highlighted the proposed agenda items for the January 22, 2008 Caddo Parish School Board meeting and the following discussion ensued.

Bids (Construction/Capital Projects). Ms. Phelps asked for clarification and that the bid on 11.C.(3) is actually for Caddo Middle Career and Technology? Steve White responded that is correct. Ms. Phelps also asked if this will complete the air in the gym and the auditorium? Mr. White said this bid is for completing replacement of all the window air conditioning units and air conditioning the gym and the auditorium.

Value Added Incentives for Turnaround Schools. Mr. Rachal commented that the staff and Mr. Watson have worked with a number of people to put this together to give these schools the special attention they need, and he believes this is a very good program which invests in our children.

Amendment to Intergovernmental Agreement for Sale of Adjudicated Property. Mrs. Bell asked for someone to explain this request. Mr. Rachal stated that he is not aware if others have had an opportunity to see what the procedures are for the sale of adjudicated property, but he has a copy, which he shared with the board members. He said he has some concerns about this, and while he agrees with what the city is doing to alleviate the bleeding of revenue and the cost of maintenance expense to maintain these properties, he has issues with the procedures set up and he will not vote for this. Mr. Rachal stated this was originally presented that the owners of the property/occupants of the property next to the adjudicated property were the ones who would have the ability to buy the adjudicated property and he said this is not the case. He noted that the application process does not actually start until one year after this is implemented and there is no tracking system in place; they do not know who will have the ability to do it; and they are willing to risk and see who comes up with affidavits a year later. Mr. Rachal said there is nothing stating that the School Board would have the opportunity to purchase the property, in the event a piece of property may be of use to the School Board. He again stated he will vote against this as it stands, not against the intent, but against the procedures in place, and he knows there are other procedures for others to acquire adjudicated property.

Mr. Burton stated that he doesn't believe the board needs to get into dialogue with the city about this proposal and noted that the other seven agencies have signed off on this proposal. Mrs. Armstrong called for a point of order that Mr. Dark is here to speak. Mr. Abrams explained that he understands the city is offering that the adjudicated properties, properties located next to adjoining land owners, a \$1 program, which will allow them to buy property that is adjudicated and take care of it for no outstanding taxes. He said these properties are basically in total disrepair, no one has paid any taxes on them, and thus the school system is not receiving any money on these properties. He further explained that the request of the School Board is to authorize them to waive any past due taxes which are not being paid.

Mr. Rachal stated he believes it is a good thing, but the community needs to understand there is no application process until one year after the fact. He added that being in real estate, he personally would not sign something to this extent. Mr. Rachal said we are not going to receive any tax dollars with them being adjudicated, we are not receiving any, and it is costing the city a great deal of money to maintain them, and he would like to see someone own them; however he would like to see the owner/occupants, those next door have the first right of refusal. Mr. Rachal said he would like for the School Board to make a friendly amendment to this proposal, and he understands there are seven other governmental bodies that would have to agree with any amendment.

Tom Dark, Julie Glass, and Michael Stadtlander of the City of Shreveport were present to address concerns and answer questions. Mr. Dark confirmed there are eight taxing agencies

involved in this proposal, and seven of those eight have agreed with it. He said in order for the city to be able to give clear title to these dollar lots, there must be an agreement from all eight taxing agencies. He stated the city does not pretend to have all the answers on the proposal to address the adjudicated properties, but is attempting, at the request of several city councilmen, to get as many adjudicated lots as possible back in commerce. Those who will most likely be interested in them, although not the only ones, are those next door to these properties. Mr. Dark said one of the requirements is that someone would have to prove they have been maintaining the property for the past year. The way the process is currently set up is to do the affidavit after someone has maintained that particular property; so Mr. Dark stated he agrees with Mr. Rachal in his statement on the process. However, he added he doesn't believe this is a flaw at this time, because if we end up with thousands wanting adjudicated lots, he believes everyone would be pleased. Mr. Dark said we are only trying to help protect and revitalize the inner city and put things back on the tax rolls. He said the school system does have a tremendous investment in the city's neighborhoods where these adjudicated lots are located. Mr. Dark stated they are only asking for the School Board's cooperation in this effort which is not set in stone; and if the process works differently than the Council imagined, they will come back with an amendment, but the goal is still the same, and that is to get properties off the adjudicated rolls and into someone's hands who has shown a commitment to this.

Mr. Rachal did add that he has been in contact with Mr. Dark and Ms. Glass regarding his concerns, i.e. there is no application process in the event he owns property on one side and someone else owns property on the other side of the lot, and both are maintaining the property and there is no clear cut application process to address before the fact the possibility that both could come in and say they maintained the property. He would like to see an application process in place that could be monitored, and that adjacent property owners, and the school board, could have a first right of refusal on these properties.

Mr. Burton reminded board members that this is a work session to understand the item and not announce how individuals will vote on an item. Mrs. Bell asked Mr. Dark if doing this will help remove some of the abandoned houses? Mr. Dark said that is actually a different program and the City is attempting to demolish everything possible, but this is mostly vacant properties, which is one of the requirements. Mrs. Bell stated how even the empty lots are a problem with crime. Mr. Dark also responded that he does not want the perfect to be the enemy of the good and this may not be the perfect scenario and we may determine in a year or two that the application process needs to be tweaked; however, it is a good thing, and will benefit the inner city, which the School Board has an interest in.

Mr. Burton stated this is the City's proposal and the board will need to decide if it agrees to excuse some taxes on these properties. Mr. Abrams shared with the board a copy of the Amendment to the Intergovernmental Agreement that is being asked for approval at the board's next meeting. He said this information was provided to the board last month as backup on this agenda item, which was postponed from last month, and is what the board is being asked to approve, not the procedures for the sale of adjudicated properties. Mr. Abrams reminded the board that this is the city's proposal and they are asking the taxing agencies that receive revenues to waive the past taxes that are not being paid anyway. Ms. Glass stated that is correct. Mr. Abrams further explained that the City is not asking the School Board how the City should go through the process and determine who is qualified, etc. Ms. Glass said that is correct and the city will be following state statute and the local ordinance.

Ms. Priest said she does have some understanding of adjudicated properties and that basically, the applicant would have to prove and provide evidence they have maintained that property for one year, which says that person is a stakeholder in their community. She said one of the key things we need to remember is partnership and growing and developing our community and neighborhoods. Ms. Priest said this is another way to address the many vacant, blighted and overgrown lots in the inner city and low income neighborhoods and help revitalize these neighborhoods.

Approval of Proposal for Legal Services. Mr. Guin stated it is his understanding that the board will be asked to choose the attorneys to represent the Caddo Parish School Board and asked if the information at board members' stations is the summary of the RFP. Mr. Abrams said that is correct and was prepared by Mr. Hudson. Mr. Guin asked about those who have multiple hourly fees, more than one or two? Mr. Abrams said some of the firms are large and have attorneys

with different experience levels (more than 10 years, less than 5 years) and the paralegal rate will usually be about one-half the rate of the experienced attorneys' rate. Mr. Guin asked if concerning malpractice insurance, some turned in bids where they did not specify an amount? Mr. Abrams responded that is correct, but he believes for the firms listed, it can be verified that they do actually have this insurance. Mr. Guin asked if all proposals submitted are to become lead counsel for the Caddo Parish School Board? Mr. Abrams responded only those with a #10 have submitted a bid for counsel to the Caddo Parish School Board.

Ms. Priest inquired about the conflicts of interest listed by three of the firms and if the board can receive additional information on these conflicts? Mr. Abrams stated that the conflicts of interest should be listed in the RFP response and cited some of the conflicts listed by one of the firms and the explanation that if selected, these could be resolved. Jeff Hudson did confirm that these conflicts were listed in their proposals and typically a conflict might be that the firm is representing someone who has a case against the School Board. Mr. Abrams agreed with that comment and noted that one of the conflicts was that the firm was representing someone with a case against the School Board. Mr. Hudson stated he will provide the requested information for the board members. Mr. Abrams further explained that generally the way a conflict could work is to make certain that the individual person handling the type claim does not share information; however, if it is a situation where someone has sued the School Board in the past, the board would need to make a decision on that.

Mrs. Crawley also inquired about the bids of three firms that are incomplete and if this will be an issue with them? Mr. Abrams explained that in actuality any of these that indicates that, he believes it's the malpractice insurance requirement and feels certain they meet the insurance requirement. Mrs. Crawley requested that an update be provided to board members with an asterisk placed by those firms Caddo has used, and a list of the conflicts of interest.

Mrs. Armstrong also said she would like to know who we are presently doing business with. She also noted the increase in legal costs and asked if there is anyway we can look at ways to use fewer firms and maybe using in-house? She asked that board members be provided a break down on what we have actually spent in legal services, by firm, including the services each provides, for 2007.

Mrs. May also stated that the information on this item was placed at board members' stations today on one sheet of paper, and being a visual person, she needs more details regarding the firms who have sent in proposals to work with Caddo. Mr. Abrams explained that Mr. Hudson prepared the spreadsheet presented, which is the same type spreadsheet presented to the board at the last bid for legal services. Mr. Hudson said that is correct, and that staff only attempts to take the volume of information presented in these bids and simplify it for the board; however, he will be happy to provide additional information. Mrs. May said she would like for the information to be presented in ABC order, for example, and she will visit with staff further about what she would like.

ADDITIONS TO THE AGENDA

Mr. Guin announced that he would like to add two items (1) Renaming of the new gymnasium at Northwood High School – The Powell Layton Northwood High School Gymnasium, and (2) Renaming of the football stadium located on the Northwood High School campus to “Jerry Burton Stadium”. He added he will have the rationale in the mailout.

Mrs. Crawley asked about adding a date in January for the committee to meet on setting the calendar? Mr. Burton added approving a date for the committee of the whole to meet on the calendar for the January 22nd agenda. Mr. Burton said tentatively it could be scheduled for January 24th at 4:00 p.m. Mrs. Gunn announced that staff can have available on January 22nd the information requested by the board that will be needed in developing the calendar.

Mrs. Bell asked the board president about establishing a date for a retreat. Mr. Burton responded we will, but it will possibly be in the Spring. Mrs. Bell also asked Mrs. Gunn to follow up with the Volunteers of America and their request to present to the board an update on the success of their afternoon program. Mrs. Gunn explained that organizations wishing to give updates/reports to the board typically contact staff and staff will look at the agenda to see what is scheduled and work with them on their presentation.

Mrs. Hardy cited an article she recently read and asked staff to look into a dress code for our teachers. She said the way a teacher dresses makes a difference in how the children look at the them and it is important that our teachers look as professional as possible when they come to work.

Mr. Ramsey expressed appreciation to Mr. Watson for his services as interim superintendent and also to Mrs. Gunn for her willingness to serve for the remainder of the time it will take to hire a superintendent. He also thanked the staff for its continued hard work and support to the superintendents and interim superintendent. Mrs. Hardy echoed Mr. Ramsey's comments and thanked Mr. Watson for the exemplary job as the interim superintendent.

Mrs. Crawford asked that an item be added "Incentive for Teachers Who Do Not Miss Any Days at Work". She said staff provided information on adding a stipend at the end of the year, and it would be a \$200 incentive given at the end of the year for those teachers who do not miss any days.

CONFIRM THE AGENDA AND CONSENT AGENDA

Mr. Burton recommended items 10-21 as the consent agenda. *Mrs. Crawford moved, seconded by Ms. Priest, to accept the proposed agenda and consent agenda for the January 22, 2008 CPSB meeting as presented. Vote on the motion carried unanimously.*

Mr. Guin left the meeting at approximately 6:45 p.m.

POLL AUDIENCE

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, addressed the calendar and the information regarding Bulletin 741 and that you had to have 177 contact days and 182 teaching days. She said Bulletin 741 does not actually say that, but it says that each LEA may authorize some or all of its schools to modify the total number of instructional minutes per day and instructional days per year provided that 63,720 minutes of instructional time per year are met. She added that it does speak, because this is promulgated on Louisiana Revised Statute 154.1, which does speak about the days, but again it says you can modify. Mrs. Lansdale said that has been discussed this past year, modifying, and that's what DeSoto does, Bossier talked about last year, Rapides Parish and Beauregard Parishes do. She said when the board is asking for information, she asked them to make sure they ask for 741 as well as revised statute information in order to make an informed decision. Speaking on the dress code, there is no policy, and there is no policy on the calendar, it only says we have to have a calendar. She said this has been done in a variety of ways and typically the organizations come and meet with administrators and have been voted down, it then comes to the board, and the idea that the board is actually bringing this in open session is wonderful and asked the board to do this in a public, open forum, inviting the public for their input as well. She also welcomed Mrs. Gunn as the new interim superintendent.

SUPERINTENDENT'S REPORT

Ms. Phelps said her items will eventually become motions and would like the opportunity to ask a status on them. She asked Joe Brown for an update on the creation of a parish calendar online. Mr. Brown responded he talked with two companies that market the online calendar accessible via the Internet and he will bring information in a mailout once the cost is determined and how the cost may be covered the next year in his departmental budget.

Mr. Rachal asked that Items. G. and Y can be removed. He also asked for an update on the Bible History and the Magnet Application, Testing and Implementation Process. Mrs. Gunn responded that staff received a letter today that the company can not send any additional copies of the Bible History curriculum and she will provide this information in the *Weekly Briefing*.

Mr. Burton said he would like additional information on the progress on the development of a VHS tape explaining the functions of each Caddo Parish School Board area. He said he believes this information is very vital now that we are in the search process.

Mrs. Bell asked about a status on the addition of a multi-cultural center to the Sixth Grade World History curriculum.

Mrs. Crawley asked if the board has been sent the completed survey on the phone system "Item T." Mr. Brown responded he is preparing a report and to date 42 schools have responded to that survey. He added rather than presenting a partial report, he wanted to revisit the schools after the Christmas break for a more complete report.

Ms. Priest asked for an update on the possible meeting date with the Legislative Delegation. She said with the session in March and two possible special sessions, she said it's important to set these dates and come up with the issues we wish them to address and follow through on during the session.

Mrs. May asked that Item FF. be removed.

Mrs. Bell expressed her appreciation to Mr. Watson for serving as the Interim Superintendent and thanked Mrs. Gunn for agreeing to serve and for everyone working together so our administrators and children can concentrate on what we need to do.

Mrs. Crawford announced that even though it was on the television she is running for state representative, she wanted everyone to know she is not.

Adjournment. *Ms. Priest moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:50 p.m.*

January 8, 2008

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, January 8, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Phillip Guin, Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford (arrived at 4:43 p.m.), Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present was Reginald Abrams, legal counsel. Charlotte Crawley led the prayer and Pledge of Allegiance.

VISITORS

Mildred B. Pugh, former CPSB member, addressed the board on information in the recent Insurance Newsletter, reminding the board of its action to give Blue Cross/Blue Shield permission to pre-authorize on all high technology services. She shared her experience of waiting several days for medical personnel to receive pre-authorization for services she needed; and she is concerned as to whether or not the board understands what this agreement has done to its employees. She also reminded the board it has a contract agreement with this company, and when it does not meet the needs of the employees, the board has the responsibility to step in. She noted that many people are waiting to get, or find out if they can get, services such as an MRI or any other service in the high nuclear area, even those who are covered by Medicare at 80% and Blue Cross at 20%. Mrs. Pugh added that many retirees can wait, but reported in the recent news where a young person did not have time to wait and the delay in a pre-approval did not spare that person's life. She asked that the board take another look and renegotiate with Blue Cross, because the board, along with staff, did the negotiating with Blue Cross/Blue Shield for Caddo's insurance packet.

Rev. Joe R. Gant stated that we are in a defining moment in our history and at a moment of great challenge and great opportunity. He said the board now has the chance to bring the district together as a new majority – not a Black majority nor a White majority – but a majority for change to make quality education available for every student in Caddo. Rev. Gant said we must forget about our differences and concentrate on our commonalities and bring stability to our system. He noted we do not have the luxury of time, as testing will be in March and challenged the board to get to the business at hand – the education of our children. He asked that we learn from the failures of our past and not allow them to hinder our progress, as failure is only final if we quit. He also asked that the board stop telling us what we want to hear, and voting the way we want the board to vote, but tell us what we need to hear, and vote what is best for the parish and system. Rev. Gant closed his comments by admonishing the board with words from an old Negro Spiritual to walk together and not get weary.

INTERIM SUPERINTENDENT

Ms. Priest moved, seconded by Mrs. Crawford, that (1) Wanda Gunn be named interim superintendent of Caddo Parish Schools until a permanent superintendent is selected, (2) her current contract be extended by the same period of time that she serves as interim superintendent, and (3) the executive committee negotiate the terms of any additional compensation for her services during the interim and present the terms to the board for approval at the next scheduled board meeting. Vote on the motion carried unanimously. President Burton announced Mrs. Gunn is the interim superintendent for Caddo Parish Public Schools.

Mr. Rachal moved, seconded by Mrs. Bell, to suspend the rules to add an item for an RFP. Vote on the motion to suspend the rules carried unanimously.

Mr. Rachal moved, seconded by Mrs. Bell, to approve an RFP to solicit services for recruiting companies to search for our next superintendent and what their job and what their job performance should be for us. Mr. Rachal said the RFP is very detailed and he understands there may be some items the board wishes to address, i.e. details in the calendar, which can be worked out in the next board meeting, and he shared a copy of the proposed RFP with the board members. He pointed out that the calendar in the proposed RFP is not necessarily the calendar the board will follow, but is only a starting point. Mr. Rachal also said he is open to any friendly amendments the board might wish to make. He added the process is to get someone who is as well qualified as possible, who has the contacts, etc., to seek someone who will best meet the needs of our school district, and he believes this is the best way for the board to proceed. Mr.

Rachal also shared dollar amounts and a quote given to New Orleans in using a headhunter company to seek a superintendent.

Mrs. Bell said we need to move forward if we want to have a superintendent in place by June and if we wait until the next board meeting to decide, precious time is lost and asked about a called meeting to address this matter. She also said she would like to see a presentation from the companies who are interested in conducting the search. Mr. Burton responded that the time is debatable and we need to get the RFP in and the time can be adjusted.

Mrs. Armstrong admonished that haste makes waste and to properly advertise, the board needs to keep these dates in mind as it moves forward. She also admonished there are national companies who deal with this process all the time and they have files of resumes on hand from across the country. She asked that the board not limit itself in this process. She also noted the people on staff that are very capable of running our schools in an excellent manner and that the board should not be in a hurry for any reason, but follow due diligence in making this decision.

Mr. Burton said that he has looked at national firms and he believes we will not be wasting time.

Ms. Phelps asked the board to keep in mind as we are looking at the cost, that most of the services the firms offer we have done with Mrs. Anderson, and she doesn't believe we want to pay for services we are able to do in Caddo with the search advisory committee already in place. She asked that Mrs. Anderson take a look at what is offered in the proposed contract and solidify and slim down the services we will need. Mr. Guin also encouraged the board to look at what the Council of Greater City Schools might have to offer that we can utilize in the search and cut down on our cost.

Mr. Rachal explained this is the second draft at this point in time presented for the board to peruse between now and the next board meeting so the board can have everything in order. Ms. Phelps said she wants to be very clear and understand that this second draft is actually the first one she has seen and this is not the RFP, but the board can make changes in it. She only wants clarity so there is no misunderstanding whatsoever from this point in 2008.

Mr. Burton noted the motion is not very clear relative to dates and asked for an amendment to the motion that the particular proposed motion is open and can be changed with amendments. Mr. Rachal said he thought he made it very clear he was in favor of any friendly amendment that needed to be made and the board approves.

Mr. Ramsey moved, seconded by Mrs. Bell, to amend the motion to allow the dates and services to be adjusted as required to accommodate the RFP through the search process. Ms. Phelps again said she wants to be clear that we are adding this to today's agenda? Mr. Burton said it actually is a motion that if passed goes into effect today, and there will be a special session to address the amendments. Vote on the amendment carried unanimously.

Vote on the main motion as amended carried unanimously.

ANNOUNCEMENTS

Mr. Burton announced that the board's training session for the paperless board agenda has been rescheduled for Tuesday, January 15, 2008 at 4:30 p.m. in the board room. He announced the change is due to a death in the family of the person training. Mrs. Bell asked if this is the only date, as the inauguration is scheduled that day. Mr. Brown responded this is the date negotiated with the trainer, but we can adjust it as needed. Mr. Rachal noted he will be out of town on that day. Ms. Phelps inquired if travel arrangements have been made for this person and Mr. Brown responded they have and staff can schedule some additional sessions as needed.

PERSONNEL RECOMMENDATIONS

Mrs. May moved, seconded by Mrs. Crawley, to approve the personnel recommendations as recommended by staff and included in the mailout. Vote on the motion carried unanimously. Dr. Mary Nash Robinson, assistant superintendent of human resources, congratulated Superintendent Gunn and introduced the following board-approved personnel appointments: (1) Paul Zachary, assistant principal at Vivian Elementary/Middle School, and (2) Cynthia Frazier, principal of

Creswell Elementary for the remainder of this school term. These appointments will receive the appropriate salary as reflected by the Caddo Parish School Board salary schedule applicable to the position to which they are appointed. Administrators, family and other guests present also were recognized.

INTERGOVERNMENTAL COMMITTEE APPOINTMENTS

Mr. Burton announced that the three appointments to the Intergovernmental Committee Sub-Committee will be Lillian Priest, Bonita Crawford and Lola B. May.

Adjournment. *Mr. Rachal moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 5:13 p.m.*

Wanda Gunn, Interim Superintendent

Willie D. Burton, President

January 22, 2008

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, January 22, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Phillip Guin, Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Interim Superintendent Wanda Gunn and Legal Counsel Reginald Abrams. Mrs. Crawley led the prayer and the Pledge of Allegiance. President Burton announced that Ms. Priest is absent due to illness.

CONSIDERATION OF MINUTES OF THE DECEMBER 18, 2007 AND JANUARY 8, 2008 CPSB MEETINGS

Mr. Guin moved, seconded by Mrs. May, to approve the minutes of the December 18, 2007 and January 8, 2008 CPSB meetings as submitted in the mailout.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Mr. Burton announced Items 10-11, 14-16, 18-20, 24-25, 27-28 as the consent agenda. Mr. Burton also announced that Item 17 "Odyssey Foundation for the Arts, LLC "Well for Wednesdays" Program is pulled and Items 26, "Incentive for Teachers Who Do Not Miss Work", and 29 "Interim Superintendent Contract" are postponed.

RESOLUTION PROVIDING FOR THE OPENING OF THE SEALED BIDS RECEIVED FOR THE PURCHASE OF \$14,290,000 OF GENERAL OBLIGATION SCHOOL BONDS, SERIES 2008

Grant Schlueter, bond counsel of Foley, Judell in New Orleans, announced to the board that it is time to receive bids for the final bond sale from the election authorizing \$88 million of General Obligation bonds. He stated they were advertised for sale and the preliminary official statement was distributed to all prospective purchasers. Regarding Caddo's bond ratings, Mr. Schlueter reported that Caddo's very high bond ratings were reaffirmed by the two rating agencies, Standard and Poors and Moody's. Standard and Poor's affirmed the A+ rating and Moody's affirmed the AA-3 rating which is the highest level that any school board has reached in Louisiana. He added that the rating reports provided to the board emphasize that the school board has a low direct burden to the taxpayers, the school board does not have much outstanding debt compared to similar school boards across the nation, and the school board does have healthy financial reserves and sound financial practices. It is very important to both these rating agencies that the board has a policy on fund balance, it is maintained, and healthy reserves are in place for unexpected contingencies. He quoted from Moody's that they believe the school board will continue to practice conservative budgeting and will maintain a healthy fund balance consistent with the AA rating. Relative to bond insurance, Mr. Schlueter said the school board qualified for insurance with three of the bond insurers, at bidders option, where the purchasers can select the bond insurance and you are automatically elevated to the AAA at no cost to the school board, which is important as it usually helps to reduce the interest rate the school board will get on the bonds.

Mr. Ramsey moved, seconded by Mrs. Armstrong and Mrs. Hardy, to approve the resolution for opening of the sealed bids received for the purchase of \$14,290,000 of General Obligation School Bonds, Series 2008 as included in the mailout. Vote on the motion carried unanimously, and the following resolution was approved.

RESOLUTION

A resolution providing for the opening of the bids received for the purchase of Fourteen Million Two Hundred Ninety Thousand Dollars (\$14,290,000) of General Obligation School Bonds, Series 2008 of Parishwide School District of Caddo Parish, Louisiana, approving the Official Notice of Bond Sale and Official Statement in connection therewith, and authorizing the President and the Secretary of the Parish School Board to sign copies thereof as evidence of the approval thereof.

was presented a certificate for this heroic act. Family members and Shreveport Police Department officials present were also recognized. Corporal Gardner in accepting this certificate, recognized the efforts of all the officers on the police force for the jobs they do.

Presentation to Past President Guin. President Burton presented Phillip Guin with an engraved clock in recognition for his service as school board president during 2007. Mr. Guin expressed appreciation to the board for the privilege to serve as the board's president.

VISITORS

Rob Phillips, parent, addressed the board on an incident with his child at an elementary school and how the situation was handled by administration. Mr. Phillips noted contact with the school's officials at the beginning of the school year about specific provisions for their children as it relates to holidays and holiday curriculum. He said in an attempt to follow their requests, there was an incident where his child was placed in a room alone and forgotten. He explained his wife did meet with the school's administration to address the matter, as well as an additional meeting prior to the Christmas holidays. Mr. Phillips said he also met with central office personnel and asked for an apology for the mistreatment of his child, but was told for this to happen, he would have to go before the board. He said this was not only mistreatment of his child, but also it was an attack on his character when the school's administration told another employee at that school he had an anger management problem. Mr. Phillips said he is asking the board for an apology from staff for what happened to his child and for the attack on his character by labeling him as an angry parent.

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, addressed the board on the starting date for school, and how Louisiana has traded the once tradition of starting after Labor Day for the new tradition of High Stakes Testing, with Louisiana school boards starting school earlier and earlier in order to squeeze any and every available second before the state test that the bureaucrats in Baton Rouge have contracted to occur in mid-March. Mrs. Lansdale noted to accomplish this, the district places its students and employees on buses in mid-August, the hottest month of the year. She noted data from the National Weather Service on temperatures during the months of August and September and the documented data the Federation shared with the board on how hot it was on Caddo's school buses this past August. She said several suggestions have been made, including moving back the start time by modifying the number of minutes per day and this will allow modification of the number of contact days. She said comments have been made that this can't be done; however, it is already being done, i.e., the addition of 20 minutes to the day at Southwood each day, but the number of contact days is not reduced. Additionally, she noted that the minutes added to the elementary schools' day allows the board to approve additional professional days for those schools, which are non student contact days. She said she believes it is time to stop saying it can't be done when the board is already doing it, and reminded the board that in Louisiana, creating a school calendar is a local board responsibility, not the state's. She added if the state is creating circumstances that the board perceives harmful to its students, then the board should use its collective policy-making voices and show them with collective action that it needs to be addressed. However until it is addressed, the Federation will continue to speak out and will take the data collected last fall and request the State Department of Health to look at the effects the heat on the school buses has on the children and the employees. She also added the Federation intends to seek the help of the Center for Disease Control Division of the Occupational Safety and Health, and knowing they will be seeking the board's permission, asked that the board be amenable to working with them. Mrs. Lansdale also addressed over-age students and how their scores are computed and that high school teachers have expressed concerns relative to over age students being sent to them, many were taken out of their classrooms and reassigned to teach the 8th graders; yet, the scores of the overage students will not be computed in their high school scores. She added they are concerned that students left behind would not have been as prepared as they should have been if they would have been allowed to teach them and the overall scores will impact them and possibly place their schools in corrective action. She encouraged the board to evaluate the consequences and correct them before any negative repercussions are felt, including changing schedules to block or seven periods. Also, regarding the board's previous action that teachers will not go longer than a month without receiving a paycheck, it appears it has not been corrected as she recently received reports that employees hired in January will not receive any pay until March and asked the board to address this matter. Mrs. Lansdale also encouraged the board to include all employees in the consideration of the \$200 incentive for not using any sick and/or UPR days.

CONFIRM THE CONSENT AGENDA

Mr. Ramsey asked that Agenda Item 23 be added to the consent agenda and that a copy of the motion has been placed at each board member's station, explaining that it is basically retaining the same legal services currently at the board's disposal.

Mrs. Armstrong stated she read the explanation provided by legal counsel, however, she believes the board needs to strategically monitor litigation in an effort to lower the district's legal expenses and noted that legal fees have more than doubled since the decision was made to go to this type of handling legal cases. She said she hopes we will look at restructuring this and asked Mr. Abrams to convey to and encourage the participating attorneys to resolve cases as expeditiously as possible. She said while we may be within the board's budgeted amount, she believes the budgeted amount could come down. With several board members having questions or wishing to make comments, President Burton announced Item 23 will not be on consent.

Mr. Guin moved, seconded by Mr. Rachal, to confirm the consent agenda (Items 10-16, 18-20, 24-25 and 27-28). Vote on the motion carried unanimously. The following is a summary of the board's action on items categorized as the consent agenda:

Agenda Item No. 10 B. and C.

Requests for Leaves. The following requests for leaves were approved as recommended by staff and included in the mailout.

Certified

Leave Without Pay, January 8, 2008 – May 23, 2008

Phyllisia Mason-Hollins, Teacher, Caddo Heights Elementary, 3 years

Rescinded Leave (Study), Spring Semester 2008

Gail Griffin, Librarian, A.C. Steere Elementary, 31 years

Sabbatical Leave (Medical), Spring Semester 2008

Emma Bradford, Teacher, Atkins, 35 years

Request of the Board. Mattie Vann's request to be relieved of her obligation to repay monies she received while on leave during the Fall Semester 2007-2008 school year as her health has not improved and she has applied for disability retirement was approved.

Classified

Leave Without Pay, January 7, 2008 – January 22, 2008

Della Hills, Food Service Worker, Fair Park High School, 23 years

Catastrophic Leave, Noon, December 7, 2007 – Noon, February 4, 2008

Cecile Harper, Bus Driver, Pine Grove Elementary, 7 years

Personnel Transactions Reports. The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of November 21, 2007 – December 18, 2007 as recommended by staff and included in the mailout.

Agenda Item 11. A. and B.

Bids. The board approved the following bids as recommended by staff and included in the mailout on the bid tabulation sheets: (1) Office Furniture Catalog Bid – Ferris Office Smart, LLC, for 52% discount . (2) Test Preparation Materials – ELA & Math – Options Publishing totaling \$44,393.65.

Bids (Capital Projects/Construction). The board approved the following bids as recommended by staff and included in the mailout (or placed at board members' stations) on the bid tabulation sheets: (1) HVAC Upgrade at Barret, Project 2009-501 – Johnson Controls with a Base Bid and Alternate 1, for the sum total of \$824,500; (2) HVAC Upgrade at Newton Smith, Project 2009-509 – The Payne Company with a Base Bid, for the sum total of \$695,000; (3) HVAC Upgrade at Caddo Middle Career & Technology, Project 2009-507 – Johnsons Control with a Base Bid, Alternate 1 and 2, for the sum total of \$1,150,600.

Agenda Item No. 12

Resolution Accepting the Best Bid Received for the Purchase of \$14,290,000 in General Obligation Bonds. The board approved the following resolution accepting the best bid received for the purchase of \$14,290,000 in General Obligation Bonds.

RESOLUTION

A resolution accepting the bid of Morgan Keegan & Company, Inc., of New Orleans, Louisiana, for the purchase of Fourteen Million Two Hundred Ninety Thousand Dollars (\$14,290,000) of General Obligation School Bonds, Series 2008 of Parishwide School District of Caddo Parish, Louisiana.

WHEREAS, pursuant to the provisions of a Notice of Bond Sale dated December 18, 2007, published in the manner required by law, and pursuant to the provisions of a resolution adopted by the Parish School Board of the Parish of Caddo, State of Louisiana, the governing authority of Parishwide School District of Caddo Parish, Louisiana (the "Issuer") on December 18, 2007, bids were solicited for the purchase of Fourteen Million Two Hundred Ninety Thousand Dollars (\$14,290,000) of General Obligation School Bonds, Series 2008, of the Issuer (the "Bonds"), on January 22, 2008; and

WHEREAS, two (2) bids were received for the purchase of the Bonds; and

WHEREAS, this Parish School Board has found and determined and does hereby find and determine that the bid submitted by Morgan Keegan & Company, Inc., of New Orleans, Louisiana (the "Purchaser") complies with all terms and conditions prescribed by the Notice of Bond Sale and Official Statement; and

WHEREAS, this Parish School Board desires to accept said bid and to take such action as may be necessary to accomplish the delivery of the Bonds to the Purchaser;

NOW, THEREFORE, BE IT RESOLVED by the Parish School Board of the Parish of Caddo, State of Louisiana (the "Governing Authority"), acting as the governing authority of Parishwide School District of Caddo Parish, Louisiana (the "District"), that:

SECTION 1. The bid of the Purchaser for the purchase of the Bonds, a copy of which is annexed hereto as Exhibit A, is hereby accepted and the Bonds are hereby awarded in compliance with the terms of the bid.

SECTION 2. The good faith deposit in the amount of \$142,900 accompanying said bid is hereby accepted in accordance with and subject to said Official Notice of Bond Sale. The amount of the good faith deposit shall be deposited and credited towards the purchase price of the Bonds without regard to any interest earnings thereon.

SECTION 3. When the Bonds have been properly prepared, this Governing Authority is hereby authorized to deliver the Bonds to the Purchaser upon the payment of Fourteen Million Two Hundred Ninety Thousand Dollars (\$14,290,000) and accrued interest to the date of delivery, less a credit of \$142,900 for the amount of the good faith deposit described above.

SECTION 4. The Governing Authority hereby finds that due diligence has been exercised in preparing the Bonds for sale and in preparing the Official Statement pertaining to the Bonds, and in view of that fact, the President and Secretary of the Governing Authority are hereby authorized and directed to execute and deliver to the successful bidder, as set forth herein, at the time of closing, a certificate which shall be substantially in the form of the certificate annexed hereto as Exhibit B.

SECTION 5. The foregoing resolution shall take effect immediately upon its adoption.

This resolution having been submitted to a vote, the vote thereon was as follows:

MEMBERS:	YEAS:	NAYS:	ABSENT:	ABSTAINING:
Phillip R. Guin	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
Eursla Hardy	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
Willie D. Burton	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
Charlotte Crawley	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
Lola B. May	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
Tammy T. Phelps	<u> X </u>	<u> </u>	<u> </u>	<u> </u>

1. Bonds theretofore canceled by the Paying Agent or delivered to the Paying Agent for cancellation;
2. Bonds for which payment or redemption sufficient funds have been theretofore deposited in trust for the owners of such Bonds, provided that if such Bonds are to be redeemed, irrevocable notice of such redemption has been duly given or provided for pursuant to this Resolution or waived;
3. Bonds in exchange for or in lieu of which other Bonds have been registered and delivered pursuant to this Resolution;
4. Bonds alleged to have been mutilated, destroyed, lost or stolen which have been paid as provided in this Resolution or by law; and
5. Bonds for the payment of the principal (or redemption price, if any) of and interest on which money or Government Securities or both are held in trust with the effect specified in this Resolution.

"Owner" or **"Owners"** when used with respect to any Bond means the Person in whose name such Bond is registered in the Bond Register.

"Paying Agent" means Argent Trust, a division of National Independent Trust Company, in Ruston, Louisiana, until a successor Paying Agent shall have been appointed pursuant to the applicable provisions of this Resolution and thereafter "Paying Agent" shall mean such successor Paying Agent.

"Person" means any individual, corporation, partnership, joint venture, association, joint-stock company, trust, unincorporated organization or government or any agency or political subdivision thereof.

"Purchaser" means Morgan Keegan & Company, Inc., of New Orleans, Louisiana, the original purchaser of the Bonds.

"Record Date" for the interest payable on any Interest Payment Date means the 15th calendar day of the month next preceding such Interest Payment Date.

"Resolution" means this resolution authorizing the issuance of the Bonds, as it may be supplemented and amended.

SECTION 2. Authorization of Bonds; Maturities. In compliance with the terms and provisions of Article VI, Section 33 of the Constitution of the State of Louisiana of 1974, Sub-Part A, Part III, Chapter 4, Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority, and being the fifth emission of bonds authorized at a special election held on April 17, 2004, there is hereby authorized the incurring of an indebtedness of Fourteen Million Two Hundred Ninety Thousand Dollars (\$14,290,000) for, on behalf of, and in the name of the Issuer, for the purpose of acquiring and/or improving lands for building sites and playgrounds; including construction of necessary sidewalks and streets adjacent thereto; purchasing, erecting and/or improving school buildings and other school related facilities within and for the District, and acquiring the necessary equipment and furnishings therefor, including, to the extent feasible, those specific school projects set forth in the ACapital Improvements Plan@ recommended by the Infrastructure Needs Committee and approved by the School Board on January 27, 2004, title to which shall be in the public. The Bonds shall be in fully registered form, shall be dated March 1, 2008, shall be issued in the denomination of Five Thousand Dollars (\$5,000) each or any integral multiple thereof within a single maturity and shall be numbered from R1 upward. The unpaid principal of the Bonds shall bear interest from the date thereof or from the most recent Interest Payment Date to which interest has been paid or duly provided for, payable on each Interest Payment Date, commencing September 1, 2008, at the following rates of interest and shall mature serially on March 1 of each year as follows:

<u>Year</u>	<u>Principal</u>	<u>Interest Rate</u>	<u>Year</u>	<u>Principal</u>	<u>Interest Rate</u>
<u>(March 1)</u>	<u>Maturing</u>	<u>Per Annum</u>	<u>(March 1)</u>	<u>Maturing</u>	<u>Per</u>
<u>Annum</u>					
2010	\$315,000	6.000%	2022	\$ 575,000	3.875%
2011	330,000	6.000	2023	605,000	4.000
2012	350,000	5.250	2024	635,000	4.000
2013	365,000	4.875	2025	670,000	4.125
2014	385,000	4.750	2026	705,000	4.125
2015	405,000	4.500	2027	740,000	4.125
2016	425,000	4.500	2028	775,000	4.250
2017	450,000	4.250	2029	815,000	4.250

2018	470,000	4.250	2030	860,000	4.300
2019	495,000	3.625	2032	905,000	4.300
2020	520,000	3.750	2032	950,000	4.375
2021	545,000	3.750	2033	1,000,000	4.375

The principal of the Bonds, upon maturity or redemption, shall be payable at the principal corporate trust office of the Paying Agent, upon presentation and surrender thereof, and interest on the Bonds shall be payable by check mailed by the Paying Agent to the Owner (determined as of the close of business on the Record Date) at the address shown on the Bond Register. Each Bond delivered under this Resolution upon transfer of, in exchange for or in lieu of any other Bond shall carry all the rights to interest accrued and unpaid, and to accrue, which were carried by such other Bond, and each such Bond shall bear interest (as herein set forth) so neither gain nor loss in interest shall result from such transfer, exchange or substitution.

During any period after the initial delivery of the Bonds in book-entry-only form when the Bonds are delivered in multiple certificates form, upon request of a registered owner of at least \$1,000,000 in principal amount of Bonds outstanding, all payments of principal, premium, if any, and interest on the Bonds will be made by wire transfer in immediately available funds to an account designated by such registered owner; CUSIP number identification with appropriate dollar amounts for each CUSIP number will accompany all payments of principal, premium, and interest, whether by check or by wire transfer.

No Bond shall be entitled to any right or benefit under this Resolution, or be valid or obligatory for any purpose, unless there appears on such Bond a certificate of registration, substantially in the form provided in this Resolution, executed by the Paying Agent by manual signature.

SECTION 3. Book-Entry Registration of Bonds. The Bonds shall be initially issued in the name of Cede & Co., as nominee for The Depository Trust Company ("DTC"), as registered owner of the Bonds, and held in the custody of DTC. The Secretary of the Issuer or any other officer of the Issuer is authorized to execute and deliver a Letter of Representation to DTC on behalf of the Issuer with respect to the issuance of the Bonds in "book-entry only" format. The Paying Agent is hereby directed to execute said Letter of Representation. The terms and provisions of said Letter of Representation shall govern in the event of any inconsistency between the provisions of this Resolution and said Letter of Representation. Initially, a single certificate will be issued and delivered to DTC for each maturity of the Bonds. The Beneficial Owners will not receive physical delivery of Bond certificates except as provided herein. Beneficial Owners are expected to receive a written confirmation of their purchase providing details of each Bond acquired. For so long as DTC shall continue to serve as securities depository for the Bonds as provided herein, all transfers of beneficial ownership interest will be made by book-entry only, and no investor or other party purchasing, selling or otherwise transferring beneficial ownership of Bonds is to receive, hold or deliver any Bond certificate.

Notwithstanding anything to the contrary herein, while the Bonds are issued in book-entry-only form, the payment of principal of, premium, if any, and interest on the Bonds may be payable by the Paying Agent by wire transfer to DTC in accordance with the Letter of Representation.

For every transfer and exchange of the Bonds, the Beneficial Owner may be charged a sum sufficient to cover such Beneficial Owner's allocable share of any tax, fee or other governmental charge that may be imposed in relation thereto.

Bond certificates are required to be delivered to and registered in the name of the Beneficial Owner under the following circumstances:

- (a) DTC determines to discontinue providing its service with respect to the Bonds. Such a determination may be made at any time by giving 30 days' notice to the Issuer and the Paying Agent and discharging its responsibilities with respect thereto under applicable law; or
- b) The Issuer determines that continuation of the system of book-entry transfer through DTC (or a successor securities depository) is not in the best interests of the Issuer and/or the Beneficial Owners.

The Issuer and the Paying Agent will recognize DTC or its nominee as the Bondholder for all purposes, including notices and voting.

Neither the Issuer or the Paying Agent are responsible for the performance by DTC of any of its obligations, including, without limitation, the payment of moneys received by DTC, the forwarding of notices received by DTC or the giving of any consent or proxy *in lieu* of consent.

Whenever during the term of the Bonds the beneficial ownership thereof is determined by a book entry at DTC, the requirements of this Resolution of holding, delivering or transferring the Bonds shall be deemed modified to require the appropriate person to meet the requirements of DTC as to registering or transferring the book entry to produce the same effect.

If at any time DTC ceases to hold the Bonds, all references herein to DTC shall be of no further force or effect.

SECTION 4. Redemption Provisions. The Bonds maturing on March 1, 2019, and thereafter, shall be callable for redemption at the option of the Issuer in full or in part at any time on or after March 1, 2018, and if less than a full maturity, then by lot within such maturity, at the principal amount thereof, plus accrued interest from the most recent Interest Payment Date to which interest has been paid or duly provided for. The Bonds are not required to be redeemed in inverse order of maturity.

In the event a Bond to be redeemed is of a denomination larger than \$5,000, a portion of such Bond (\$5,000 or any multiple thereof) may be redeemed. Any Bond which is to be redeemed only in part shall be surrendered at the principal corporate trust office of the Paying Agent and there shall be delivered to the Owner of such Bond a new Bond or Bonds of the same maturity and of any authorized denomination or denominations as requested by such Owner in aggregate principal amount equal to and in exchange for the unredeemed portion of the principal of the Bond so surrendered. Official notice of such call of any of the Bonds for redemption shall be given by means of first class mail, postage prepaid, by notice deposited in the United States mails not less than thirty (30) days prior to the redemption date addressed to the Owner of each Bond to be redeemed at his address as shown on the Bond Register.

SECTION 5. Registration and Transfer. The Issuer shall cause the Bond Register to be kept by the Paying Agent. The Bonds may be transferred, registered and assigned only on the Bond Register, and such registration shall be at the expense of the Issuer. A Bond may be assigned by the execution of an assignment form on the Bond or by other instruments of transfer and assignment acceptable to the Paying Agent. A new Bond or Bonds will be delivered by the Paying Agent to the last assignee (the new Owner) in exchange for such transferred and assigned Bonds after receipt of the Bonds to be transferred in proper form. Such new Bond or Bonds shall be in the denomination of \$5,000 or any integral multiple thereof within a single maturity. Neither the Issuer nor the Paying Agent shall be required to issue, register, transfer or exchange any Bond during a period beginning (i) at the opening of business on a Record Date and ending at the close of business on the Interest Payment Date or (ii) with respect to Bonds to be redeemed, at the opening of business fifteen (15) days before the date of the mailing of a notice of redemption of such Bonds and ending on the date of such redemption.

SECTION 6. Form of Bonds. The Bonds and the endorsements to appear thereon shall be in substantially the following forms, respectively, to-wit:

(FORM OF FACE OF BOND)

Unless this Bond is presented by an authorized representative of the Depository Trust Company, a New York corporation ("DTC"), to the Issuer or their agent for registration of transfer, exchange, or payment, and any Bond issued is registered in the name of CEDE & CO. or in such other name as is requested by an authorized representative of DTC (and any payment is made to CEDE & CO. or to such other entity as is requested by an authorized representative of DTC), ANY TRANSFER, PLEDGE, OR OTHER USE HEREOF FOR VALUE OR OTHERWISE BY OR TO ANY PERSON IS WRONGFUL inasmuch as the registered owner hereof, CEDE & CO., has an interest herein.

As provided in the Resolution referred to herein, until the termination of the system of book-entry-only transfers through DTC and notwithstanding any other provision of the Resolution to the contrary, this Bond may be transferred, in whole but not in part, only to a nominee of DTC, or by a nominee of DTC to DTC or a nominee of DTC, or by DTC or a nominee of DTC to any successor securities depository or any nominee thereof.

No. R-_____

Principal Amount \$_____

UNITED STATES OF AMERICA
 STATE OF LOUISIANA
 PARISH OF CADDO
 GENERAL OBLIGATION SCHOOL BOND, SERIES 2008
 OF
 PARISHWIDE SCHOOL DISTRICT
 OF CADDO PARISH, LOUISIANA

<u>Maturity</u> <u>Date</u>	<u>Interest</u> <u>Rate</u>	<u>Bond</u> <u>Date</u>	CUSIP
March 1, _____	_____ %	March 1, 2008	127269

PARISHWIDE SCHOOL DISTRICT OF CADDO PARISH, LOUISIANA (the "Issuer"), promises to pay to:

REGISTERED OWNER: CEDE & CO. (Tax Identification #13-2555119)

PRINCIPAL AMOUNT: _____ DOLLARS

or registered assigns, on the Maturity Date set forth above, the Principal Amount set forth above, together with interest thereon from the Bond Date set forth above or the most recent interest payment date to which interest has been paid or duly provided for, payable on September 1, 2008, and semiannually thereafter on March 1 and September 1 of each year (each an "Interest Payment Date"), at the Interest Rate per annum set forth above until said Principal Amount is paid, unless this Bond shall have been previously called for redemption and payment shall have been made or duly provided for. The principal of this Bond, upon maturity or redemption, is payable in lawful money of the United States of America at the principal corporate trust office of Argent Trust, a division of National Independent Trust Company, in the City of Ruston, Louisiana, or successor thereto (the "Paying Agent"), upon presentation and surrender hereof. Interest on this Bond is payable by check mailed by the Paying Agent to the registered owner (determined as of the close of business on the 15th calendar day of the month next preceding the Interest Payment Date) at the address as shown on the registration books of the Paying Agent.

During any period after the initial delivery of the Bonds in book-entry-only form when the Bonds are delivered in multiple certificates form, upon request of a registered owner of at least \$1,000,000 in principal amount of Bonds outstanding, all payment of principal, premium, if any, and interest on the Bonds will be paid by wire transfer in immediately available funds to an account designated by such registered owner; CUSIP number identification with appropriate dollar amounts for each CUSIP number must accompany all payments of principal, premium, and interest, whether by check or by wire transfer.

FOR SO LONG AS THIS BOND IS HELD IN BOOK-ENTRY FORM REGISTERED IN THE NAME OF CEDE & CO. ON THE REGISTRATION BOOKS OF THE ISSUER KEPT BY THE PAYING AGENT, AS BOND REGISTRAR, THIS BOND, IF CALLED FOR PARTIAL REDEMPTION IN ACCORDANCE WITH THE RESOLUTION, SHALL BECOME DUE AND PAYABLE ON THE REDEMPTION DATE DESIGNATED IN THE NOTICE OF REDEMPTION GIVEN IN ACCORDANCE WITH THE RESOLUTION AT, AND ONLY TO THE EXTENT OF, THE REDEMPTION PRICE, PLUS ACCRUED INTEREST TO THE SPECIFIED REDEMPTION DATE; AND THIS BOND SHALL BE PAID, TO THE EXTENT SO REDEEMED, (i) UPON PRESENTATION AND SURRENDER HEREOF AT THE OFFICE SPECIFIED IN SUCH NOTICE OR (ii) AT THE WRITTEN REQUEST OF CEDE & CO., BY CHECK MAILED TO CEDE & CO. BY THE PAYING AGENT OR BY WIRE TRANSFER TO CEDE & CO. BY THE PAYING AGENT IF CEDE & CO. AS BONDOWNER SO ELECTS. IF, ON THE REDEMPTION DATE, MONEYS FOR THE REDEMPTION OF BONDS OF SUCH MATURITY TO BE REDEEMED, TOGETHER WITH INTEREST TO THE REDEMPTION DATE, SHALL BE HELD BY THE PAYING AGENT SO AS TO BE AVAILABLE THEREFOR ON SUCH DATE, AND AFTER NOTICE OF REDEMPTION SHALL HAVE BEEN GIVEN IN ACCORDANCE WITH THE RESOLUTION, THEN, FROM AND AFTER THE REDEMPTION DATE, THE AGGREGATE PRINCIPAL AMOUNT OF THIS BOND SHALL BE IMMEDIATELY

REDUCED BY AN AMOUNT EQUAL TO THE AGGREGATE PRINCIPAL AMOUNT THEREOF SO REDEEMED, NOTWITHSTANDING WHETHER THIS BOND HAS BEEN SURRENDERED TO THE PAYING AGENT FOR CANCELLATION.

This bond is one of an authorized issue aggregating in principal the sum of Fourteen Million Two Hundred Ninety Thousand Dollars (\$14,290,000) (the "Bonds"), all of like tenor and effect except as to number, denomination, interest rate and maturity, said Bonds having been issued by the Issuer pursuant to a resolution adopted by its governing authority on January 22, 2008 (the "Resolution"), for the purpose of acquiring and/or improving lands for building sites and playgrounds; including construction of necessary sidewalks and streets adjacent thereto; purchasing, erecting and/or improving school buildings and other school related facilities within and for the District, and acquiring the necessary equipment and furnishings therefor, including, to the extent feasible, those specific school projects set forth in the ACapital Improvements Plan@ recommended by the Infrastructure Needs Committee and approved by the School Board on January 27, 2004, title to which shall be in the public, under the authority conferred by Article VI, Section 33 of the Constitution of the State of Louisiana of 1974, Sub-Part A, Part III, Chapter 4, Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority, and are the fifth emission of bonds authorized at an election held on April 17, 2004, the result of which election has been duly promulgated in accordance with law.

The Bonds are issuable only as fully registered bonds in the denomination of \$5,000 principal amount or any integral multiple thereof, exchangeable for an equal aggregate principal amount of bonds of the same maturity of any other authorized denomination.

Subject to the limitations of and upon payment of the charges provided in the Resolution, the transfer of this Bond may be registered on the registration books of the Paying Agent upon surrender of this Bond at the principal corporate trust office of the Paying Agent as registrar, accompanied by a written instrument of transfer in form and with guaranty of signature satisfactory to the Paying Agent, duly executed by the registered owner or his attorney duly authorized in writing, and thereupon a new bond or bonds of the same maturity and of authorized denomination or denominations, for the same aggregate principal amount, will be issued to the transferee. Prior to due presentment for registration of transfer of this Bond, the Issuer and the Paying Agent may deem and treat the person in whose name this Bond is registered as the absolute owner hereof for all purposes, whether or not this Bond shall be overdue and neither the Issuer nor the Paying Agent shall be bound by any notice to the contrary.

The Bonds maturing on March 1, 2019, and thereafter, are callable for redemption at the option of the Issuer in full or in part at any time on or after March 1, 2018, and if less than a full maturity, then by lot within such maturity, at the principal amount thereof, plus accrued interest from the most recent Interest Payment Date to which interest has been paid or duly provided for. The Bonds are not required to be redeemed in inverse order of maturity. In the event any Bond to be redeemed is of a denomination larger than \$5,000, a portion of such Bond (\$5,000 or any multiple thereof) may be redeemed. Official notice of such call of any of the Bonds for redemption shall be given by means of first class mail, postage prepaid, by notice deposited in the United States mail not less than thirty (30) days prior to the redemption date addressed to the registered owner of each Bond to be redeemed at his address as shown on the registration books of the Paying Agent.

The Resolution permits, with certain exceptions as therein provided, the amendment thereof and the modifications of the rights and obligations of the Issuer and the rights of the owners of the Bonds at any time by the Issuer with consent of the owners of two-thirds (2/3) of the aggregate principal amount of all Bonds issued under the Resolution, to be determined in accordance with the Resolution.

This Bond shall not be valid or become obligatory for any purpose or be entitled to any security or benefit under the Resolution until the certificate of registration hereon shall have been signed by the Paying Agent.

This Bond and the issue of which it forms a part constitute general obligations of the Issuer, and the full faith and credit of the Issuer is pledged for the payment of this Bond and the issue of which it forms a part. Said Bonds are secured by a special ad valorem tax to be imposed and collected annually in excess of all other taxes on all the property subject to such taxation within the territorial limits of the Issuer, under the Constitution and laws of Louisiana, sufficient in amount to pay the principal of this Bond and the issue of which it forms a part and the interest thereon as they severally mature.

It is hereby certified, recited and declared that all acts, conditions and things required to exist, to happen and to be performed precedent to and in the issuance of this Bond

and the issue of which it forms a part to constitute the same legal, binding and valid obligations of the Issuer have existed, have happened and have been performed in due time, form and manner as required by law, and that the indebtedness of the Issuer, including this Bond and the issue of which it forms a part, does not exceed the limitations prescribed by the Constitution and statutes of the State of Louisiana.

It is certified that this Bond is authorized by and is issued in conformity with the requirements of the Constitution and statutes of this State.

IN WITNESS WHEREOF, the Parish School Board of the Parish of Caddo, State of Louisiana, acting as the governing authority of the Issuer, has caused this Bond to be executed in its name by the facsimile signatures of its President and its Secretary and a facsimile of its corporate seal to be imprinted hereon.

PARISHWIDE SCHOOL DISTRICT OF CADDO
PARISH, LOUISIANA

Secretary, Parish School Board

President, Parish School Board

(SEAL)
(FORM OF SECRETARY OF STATE ENDORSEMENT -
TO BE PRINTED ON ALL BONDS)

OFFICE OF SECRETARY OF STATE
STATE OF LOUISIANA
BATON ROUGE

This Bond secured by a tax. Registered on this, the ____ day of _____, 2008.

Secretary of State

* * * * *

(FORM OF PAYING AGENT'S CERTIFICATE OF REGISTRATION)

This Bond is one of the Bonds referred to in the within-mentioned Resolution.

Argent Trust, a division of National
Independent Trust Company
Ruston, Louisiana
as Paying Agent

Date of Registration: _____

BY: _____

Authorized Officer

* * * * *

(FORM OF ASSIGNMENT)

FOR VALUE RECEIVED, the undersigned hereby sells, assigns and transfers unto

Please Insert Social Security
or other Identifying Number of Assignee

the within Bond and all rights thereunder, and hereby irrevocably constitutes and appoints

_____ attorney or agent to transfer the within Bond on the books kept for registration thereof, with full power of substitution in the premises.

Dated: _____

NOTICE: The signature to this assignment must correspond with the name as it appears upon the face of the within Bond in every particular, without alteration or enlargement or any change whatever.

* * * * *

(FORM OF LEGAL OPINION CERTIFICATE TO BE PRINTED ON ALL BONDS)

I, the undersigned Secretary of the Parish School Board of the Parish of Caddo, State of Louisiana, do hereby certify that the following is a true copy of the complete legal opinion of Foley & Judell, L.L.P., the original of which was manually executed, dated and issued as of the date of payment for and delivery of the original Bonds of the issue described therein and was delivered to Morgan Keegan & Company, Inc., of New Orleans, Louisiana, the original purchaser thereof:

(Bond Printer Shall Insert Legal Opinion)

I further certify that an executed copy of the above legal opinion is on file in my office, and that an executed copy thereof has been furnished to the Paying Agent for this Bond.

(Facsimile) _____ Secretary

* * * * *

STATEMENT OF INSURANCE

Financial Security Assurance Inc. ("Financial Security"), New York, New York, has delivered its municipal bond insurance policy with respect to the scheduled payments due of principal of and interest on this Bond to Argent Trust, a Division of National Independent Trust Company in the City of Ruston, Louisiana, or its successor, as paying agent for the Bonds (the "Paying Agent"). Said Policy is on file and available for inspection at the principal office of the Paying Agent and a copy thereof may be obtained from Financial Security or the Paying Agent.

* * * * *

SECTION 7. Execution of Bonds. The Bonds shall be signed by the Executive Officers for, on behalf of, in the name of and under the corporate seal of the Issuer, and the Legal Opinion Certificate shall be signed by the Secretary of the Governing Authority, which signatures and corporate seal may be either manual or facsimile.

SECTION 8. Registration of Bonds. The Bonds shall be registered with the Secretary of State of the State of Louisiana as provided by law and shall bear the endorsement of the Secretary of State in substantially the form set forth herein, provided that such endorsement shall be manually signed only on the Bonds initially delivered to the Purchaser, and Bonds subsequently exchanged therefor as permitted in this Resolution may bear the facsimile signature of said Secretary of State.

SECTION 9. Pledge of Full Faith and Credit. The Bonds shall constitute general obligations of the Issuer, and the full faith and credit of the Issuer is hereby pledged for their payment. This Governing Authority does hereby obligate itself and is bound under the terms and provisions of law and the election authorizing the Bonds to impose and collect annually in excess of all other taxes a tax on all of the property subject to taxation within the territorial limits of the Issuer sufficient to pay the principal of and the interest on the Bonds falling due each year, said tax to be levied and collected by the same officers, in the same manner and at the same time as other taxes are levied and collected within the territorial limits of the Issuer.

SECTION 10. Sinking Fund. For the payment of the principal of and the interest on the Bonds, the Issuer will establish a special fund, to be held by the regularly designated fiscal agent of the Issuer (the "Sinking Fund"), into which the Issuer will deposit the proceeds of the aforesaid special tax and no other moneys whatsoever. The depository for the Sinking Fund shall transfer from the Sinking Fund to the Paying Agent at least one (1) day in advance of each

Interest Payment Date, funds fully sufficient to pay promptly the principal and interest falling due on such date.

All moneys deposited with the regularly designated fiscal agent bank or banks of the Issuer or the Paying Agent under the terms of this Resolution shall constitute sacred funds for the benefit of the Owners of the Bonds, and shall be secured by said fiduciaries at all times to the full extent thereof in the manner required by law for the securing of deposits of public funds.

All or any part of the moneys in the Sinking Fund shall, at the written request of the Issuer, be invested in accordance with the provisions of the laws of the State of Louisiana, in which event all income derived from such investments shall be added only to the Sinking Fund.

SECTION 11. Application of Proceeds. The Executive Officers are hereby empowered, authorized and directed to do any and all things necessary and incidental to carry out all of the provisions of this Resolution, to cause the necessary Bonds to be printed, to issue, execute and seal the Bonds, and to effect delivery thereof as hereinafter provided. The proceeds derived from the sale of the Bonds, except accrued interest, shall be deposited by the Issuer with its fiscal agent bank or banks to be used only for the purpose for which the Bonds are issued. Accrued interest, if any, derived from the sale of the Bonds shall be deposited in the Sinking Fund to be applied to the first interest payment.

SECTION 12. Bonds Legal Obligations. The Bonds shall constitute legal, binding and valid obligations of the Issuer and shall be the only representations of the indebtedness as herein authorized and created.

SECTION 13. Resolution a Contract. The provisions of this Resolution shall constitute a contract between the Issuer, or its successor, and the Owner or Owners from time to time of the Bonds and any such Owner or Owners may at law or in equity, by suit, action, mandamus or other proceedings, enforce and compel the performance of all duties required to be performed by this Governing Authority or the Issuer as a result of issuing the Bonds.

No material modification or amendment of this Resolution, or of any resolution amendatory hereof or supplemental hereto, may be made without the consent in writing of the Owners of two-thirds (2/3) of the aggregate principal amount of the Bonds then outstanding; provided, however, that no modification or amendment shall permit a change in the maturity or redemption provisions of the Bonds, or a reduction in the rate of interest thereon, or in the amount of the principal obligation thereof, or affecting the obligation of the Issuer to pay the principal of and the interest on the Bonds as the same shall come due from the taxes pledged and dedicated to the payment thereof by this Resolution, or reduce the percentage of the Owners required to consent to any material modification or amendment of this Resolution, without the consent of all of the Owners of the Bonds.

SECTION 14. Severability; Application of Subsequently Enacted Laws. In case any one or more of the provisions of this Resolution or of the Bonds shall for any reason be held to be illegal or invalid, such illegality or invalidity shall not affect any other provisions of this Resolution or of the Bonds, but this Resolution and the Bonds shall be construed and enforced as if such illegal or invalid provisions had not been contained therein. Any constitutional or statutory provisions enacted after the date of this Resolution which validate or make legal any provision of this Resolution and/or the Bonds which would not otherwise be valid or legal, shall be deemed to apply to this Resolution and to the Bonds.

SECTION 15. Recital of Regularity. This Governing Authority having investigated the regularity of the proceedings had in connection with the Bonds herein authorized and having determined the same to be regular, the Bonds shall contain the following recital, to-wit:

"It is certified that this Bond is authorized by and is issued in conformity with the requirements of the Constitution and statutes of this State."

SECTION 16. Effect of Registration. The Issuer, the Paying Agent, and any agent of either of them may treat the Owner in whose name any Bond is registered as the Owner of such Bond for the purpose of receiving payment of the principal (and redemption price) of and interest on such Bond and for all other purposes whatsoever, and to the extent permitted by law, neither the Issuer, the Paying Agent, nor any agent of either of them shall be affected by notice to the contrary.

SECTION 17. Notices to Owners. Wherever this Resolution provides for notice to Owners of Bonds of any event, such notice shall be sufficiently given (unless otherwise herein expressly provided) if in writing and mailed, first-class postage prepaid, to each Owner of such Bonds, at the address of such Owner as it appears in the Bond Register. In any case where notice to Owners of Bonds is given by mail, neither the failure to mail such notice to any particular Owner of Bonds, nor any defect in any notice so mailed, shall affect the sufficiency of such notice with respect to all other Bonds. Where this Resolution provides for notice in any manner, such notice may be waived in writing by the Owner or Owners entitled to receive such notice,

either before or after the event, and such waiver shall be the equivalent of such notice. Waivers of notice by Owners shall be filed with the Paying Agent, but such filing shall not be a condition precedent to the validity of any action taken in reliance upon such waiver.

SECTION 18. Cancellation of Bonds. All Bonds surrendered for payment, redemption, transfer, exchange or replacement, if surrendered to the Paying Agent, shall be promptly canceled by it and, if surrendered to the Issuer, shall be delivered to the Paying Agent and, if not already canceled, shall be promptly canceled by the Paying Agent. The Issuer may at any time deliver to the Paying Agent for cancellation any Bonds previously registered and delivered which the Issuer may have acquired in any manner whatsoever, and all Bonds so delivered shall be promptly canceled by the Paying Agent. All canceled Bonds held by the Paying Agent shall be disposed of as directed in writing by the Issuer.

SECTION 19. Mutilated, Destroyed, Lost or Stolen Bonds. If (1) any mutilated Bond is surrendered to the Paying Agent, or the Issuer and the Paying Agent receive evidence to their satisfaction of the destruction, loss or theft of any Bond, and (2) there is delivered to the Issuer and the Paying Agent such security or indemnity as may be required by them to save each of them harmless, then, in the absence of notice to the Issuer or the Paying Agent that such Bond has been acquired by a bona fide purchaser, the Issuer shall execute, and upon its request the Paying Agent shall register and deliver, in exchange for or in lieu of any such mutilated, destroyed, lost, or stolen Bond, a new Bond of the same maturity and of like tenor, interest rate and principal amount, bearing a number not contemporaneously outstanding. In case any such mutilated, destroyed, lost or stolen Bond has become or is about to become due and payable, the Issuer in its discretion may, instead of issuing a new Bond, pay such Bond. Upon the issuance of any new Bond under this Section, the Issuer may require the payment by the Owner of a sum sufficient to cover any tax or other governmental charge that may be imposed in relation thereto and any other expenses (including the fees and expenses of the Paying Agent) connected therewith. Every new Bond issued pursuant to this Section in lieu of any mutilated, destroyed, lost or stolen Bond shall constitute a replacement of the prior obligation of the Issuer, whether or not the mutilated, destroyed, lost or stolen Bond shall be at any time enforceable by anyone and shall be entitled to all the benefits of this Resolution equally and ratably with all other Outstanding Bonds. Any additional procedures set forth in the Agreement, authorized in this Resolution, shall also be available with respect to mutilated, destroyed, lost or stolen Bonds. The provisions of this Section are exclusive and shall preclude (to the extent lawful) all other rights and remedies with respect to the replacement and payment of mutilated, destroyed, lost or stolen Bonds.

SECTION 20. Discharge of Resolution; Defeasance. If the Issuer shall pay or cause to be paid, or there shall otherwise be paid to the Owners, the principal (and redemption price) of and interest on the Bonds, at the times and in the manner stipulated in this Resolution, then the pledge of the money, securities, and funds pledged under this Resolution and all covenants, agreements, and other obligations of the Issuer to the Owners of the Bonds shall thereupon cease, terminate, and become void and be discharged and satisfied, and the Paying Agent shall pay over or deliver all money held by it under this Resolution to the Issuer.

Bonds or interest installments for the payment or redemption of which money shall have been set aside and shall be held in trust (through deposit by the Issuer of funds for such payment or redemption or otherwise) at the maturity or redemption date thereof shall be deemed to have been paid within the meaning and with the effect expressed above in this Section, if they have been defeased pursuant to Chapter 14-A of Title 39 of the Louisiana Revised Statutes of 1950, as amended, or any successor provisions thereto.

SECTION 21. Successor Paying Agent; Paying Agent Agreement. The Issuer will at all times maintain a Paying Agent meeting the qualifications hereinafter described for the performance of the duties hereunder for the Bonds. The designation of the initial Paying Agent in this Resolution is hereby confirmed and approved. The Issuer reserves the right to appoint a successor Paying Agent by (a) filing with the Person then performing such function a certified copy of a resolution or ordinance giving notice of the termination of the Agreement and appointing a successor and (b) causing notice to be given to each Owner. Every Paying Agent appointed hereunder shall at all times be a bank or trust company organized and doing business under the laws of the United States of America or of any state, authorized under such laws to exercise trust powers, and subject to supervision or examination by Federal or State authority. The Executive Officers are hereby authorized and directed to execute an appropriate Agreement with the Paying Agent for and on behalf of the Issuer in such form as may be satisfactory to said officers, the signatures of said officers on such Agreement to be conclusive evidence of the due exercise of the authority granted hereunder.

Agenda Item No. 16

Grants. The board approved the Louisiana School Turnaround Specialist Program grant and the NCLB/IDEA Combined Grant Application as recommended by staff and submitted in the mailout.

Agenda Item No. 18

Compass Odyssey Software. The board approved the Compass Odyssey Software for Caddo's acceleration sites as recommended by staff and submitted in the mailout.

Agenda Item No. 19

Proposed Locally Initiated Elective for SY2007-08. The board approved the request for a locally initiated elective for enriched credit in Art History (Honors) as submitted by Caddo Magnet High School and recommended by staff in the mailout.

Agenda Item No. 20

Authority for Superintendent to Sign Teacher Contracts for the 2008-2009 SY. The board authorized the superintendent to sign teacher contracts for the 2008-2009 school year as submitted in the mailout.

Agenda Item No. 24

Rename New Gym at Northwood High School to the "Powell Layton – Northwood High School Gymnasium". The board approved the request that the Caddo Parish School Board begin the process for renaming the new gym at Northwood High School to "Powell Layton – Northwood High School Gymnasium" as submitted in the mailout.

Agenda Item No. 25

Rename the Football Stadium located at Northwood High School to "Jerry Burton Stadium". The board approved the request that the Caddo Parish School Board begin the process for renaming the Northwood High School football stadium to "Jerry Burton Stadium".

Agenda Item No. 27

Date for CPSB Committee of the Whole Work Session for the 2008-09 School Calendar. The board approved that the CPSB as a Committee of the Whole would hold a work session on Thursday, January 24, 2008 from 4:00 – 5:30 p.m. on the 2008-09 school calendar.

Agenda Item No. 28

LSBA Student Participation. The board approved the Senior students at Woodlawn, Fair Park, Green Oaks and Booker T. Washington High Schools participating in a Teen Summit/College Fair on Thursday, February 28, 2008 from 9 a.m. to 1:00 p.m. in conjunction with the LSBA Annual Convention and that the necessary arrangements be made for transportation and sack lunches for these students.

CONTRACT FOR DOCUMENT IMAGING/POPULATION OF THE EXISTING ON-BASE ARCHIVAL-RETRIEVAL SYSTEM

Mr. Guin moved, seconded by Mrs. May, to approve a contracted services agreement with DataBank IMX, Inc. of Monroe, Louisiana, for the purpose of scanning approximately 3 million personnel documents and populating the existing On-Base document imaging archival-retrieval system at a cost not to exceed \$250,000. Mrs. Crawley asked if this item was bid and if this was the low bid? Joe Brown, director of technology, explained that this project was bid in 2001-02 when the district purchased document imaging scanners and the software, as well as the provision in the contract for back file scanning of all paper in the current file room. Mr. Brown further explained that the scanning was never done, and one of the reasons was legislation, a statute, that states those documents must remain in the custody of school personnel and cannot be transported anywhere. He said the company that originally won the bid was Data Image Max in

Monroe and since that time, their name has changed to DataBank, but we are still working with the same people. This company does have a local office and the price of \$250,000 is the same price quoted in the original bid awarded in 2002. Since this is contracted services, by law it does not require a formal bid, and we do have staff overseeing the management of the project and prepping the paper for scanning. Mrs. Crawley asked who runs the local office? Mr. Brown responded that Rick Brewer and Gary Blackwell are the owners of the company. *Vote on the motion carried unanimously.*

AMENDMENT TO INTERGOVERNMENTAL AGREEMENT FOR SALE OF ADJUDICATED PROPERTY

Mrs. May moved, seconded by Mrs. Hardy, to approve the amendment to the Intergovernmental Agreement for the Sale of Adjudicated Property as recommended by staff and included in the mailout. Mrs. May stated that there is a lot of adjudicated property in the City of Shreveport and she can attest to the fact there is a lot of adjudicated property in the neighborhood in which she lives. She believes addressing the adjudicated property as proposed by the City will take away a lot of blight in the community. She said the Queensborough Neighborhood Association has taken some of the adjudicated property and constructed 13 new homes and offered affordable home ownership to citizens of this City. She asked the board to support this as it will get these properties back on the tax rolls which will bring monies to the Caddo Parish School Board, and she believes it to be a win-win situation. Mrs. Hardy agreed and said she supports it because of the improvement in the appearance of these properties. Mr. Rachal stated his total agreement with the other board members' summation in supporting this; however, in supporting this, we will also be supporting the way in which it will be processed and he cannot support the process for managing this. He noted he placed at everyone's station what he would like to make as a friendly amendment to the motion and *moved, seconded by Mr. Ramsey that (1) any individual who is an owner/occupant has the first right of refusal, (2) any entity choosing to participate should make their intentions known in writing to the City of Shreveport, and (3) in the event that CPSB has a use for any adjudicated piece of property that they have the right to acquire it first.* Mr. Rachal explained that he has spoken with both the City Attorney and the CAO Tom Dark concerning this matter and shared an example that in the event one individual owns a piece of property on one side of the adjudicated property and another individual on the other side, and they alternate sharing the responsibility of taking care of the property, whoever happens to show up one year later and apply, that is the process. He added if both property owners apply, he was told they will draw straws to see who gets the property. Mr. Rachal said there is a problem with this and there is no process. He added he supports putting these properties back on the tax rolls, he wants to be able to support the process by which it will be administered, and he believes it would be nice to know up front so that these type problems are not encountered. He also thought it would be nice if one of these properties is adjacent to one of our schools and we had a need for that property, then we would have the opportunity to acquire it. He again stated he is not opposed to getting the adjudicated property back on tax rolls, but only the process by which it will be administrated, and asked the board to consider this before voting to approve it entirely.

Ms. Phelps said she knows that Mr. Dark and others from the city were at the last meeting and heard Mr. Rachal's concerns and again, we are not the City, and while she understands Mr. Rachal's concerns about the process, the board is not voting on the process but on the agreement that has already been o.k.'d by the other seven agencies. She asked Mr. Abrams to confirm that any amendments would have to be unanimous with all eight agencies. Mr. Abrams explained that all the governmental bodies must agree to the particular agreement and they are asking the Caddo Parish School Board to approve the actual amendment included in the mailout. Ms. Phelps stated she does not want to be the only governmental body that doesn't disagree with the amendment but has a problem with the process. She asked Mr. Rachal if he could not address the process further with the City and that the board approve the amendment as presented. Ms. Phelps reminded the board that at this time we are not receiving any funds from the adjudicated properties and if the City is doing their job to involve us, she would like to see the board support them. Mrs. Crawford asked Mr. Abrams if it is possible for Caddo to amend a resolution that comes from another governmental entity? Mr. Abrams stated that what he is doing is changing the agreement before the board and basically, the board can amend it but it would cause the City to refuse the agreement, because this agreement is the agreement already signed by the other governmental entities, and it would stop everything. He further explained that there is nothing in the amendment that says anything to do with the process on how the City does what it does, but it is only the waiver of the past taxes due on these properties. The amendments on the table now

are telling the City how to change their procedure on how they do adjudicated property and not the taxation issue before the board. Mrs. Crawford clarified that the motion on the table has nothing to do with the agreement? Mr. Abrams added that the amendment on the table right now really deals with the City's procedure and not the resolution or the amendment to Intergovernmental Agreement in which they are requesting a waiver on the taxes.

Mrs. Crawley offered a substitute motion, seconded by Mr. Guin, to approve the resolution and attach these three requests for possible inclusion in their procedures. Mrs. Crawley stated her appreciation for the written requests and the possibility of Caddo having the right of first refusal on those properties adjacent to any of our schools. She asked Mr. Rachal if had received any feedback from the City officials since the last meeting on his concerns? Mr. Rachal responded that based on previous conversations with the City, he did not feel it would do any good to continue contacting them. He added that as a part of the intergovernmental agencies working together, they expressed their beliefs, and he understands they received everyone's approval on this, but it appears there are some things that were not addressed and shared with the board that he has a copy of the procedures they will use for implementing this. Mrs. Crawley expressed her appreciation for Mr. Rachal's concerns, but she doesn't believe we should amend their resolution, but that the board should send these suggestions for consideration to be included in their procedures. Mrs. Bell reminded the board that three of the board members have been appointed to the Intergovernmental Committee and we need to trust them that they are monitoring everything that is done and representing the board. Ms. Phelps again said we are getting into speaking for the board members and that is not the item on the table and if this is an individual concern, it should be addressed individually, and asked the board to look at comments being made and address only the issue on the table. Mrs. Hardy stated she seconded the original motion because she attended the meeting downtown last week and everyone is for this and she is convinced it is a wonderful thing to do away with the adjudicated properties and improve the appearance of these neighborhoods. *Mr. Ramsey called for the question on all motions before the chair. Vote on the motion to call for the question carried with Board members Crawley, May and Rachal opposed and Board members Guin, Hardy, Burton, Phelps, Crawford, Ramsey, Armstrong and Bell supporting the motion. Vote on the substitute motion carried with Board members Hardy, Burton, May, Phelps, and Crawford opposed and Board members Guin, Crawley, Rachal, Ramsey, Armstrong and Bell supporting the motion.*

APPROVAL OF PROPOSED LEGAL SERVICES

Mr. Ramsey moved, seconded by Mr. Guin, to accept the proposal for legal services as described in the handout at board members' stations. Mrs. Armstrong asked about the rate of \$150 per hour for all the attorneys listed in the handout and that on the tab sheet for legal services previously given to the board, all the attorneys were not charging \$150 per hour. She asked if she understands correctly that the firms of Hubley, Marcotte, Rhodes, & Hussey; Ron Lattier; Dale Cox; Eskridge E. Smith, Jr.; Zelda W. Tucker; and Mayer, Smith & Roberts will now be paid an increased fee of \$150 per hour. Mr. Abrams responded that is correct, and there were also those firms who asked for much more, which is the same that happened in the last RFP for legal services. Mrs. Armstrong also asked if these were the contracted fees for these particular law firms according to the information provided? Mr. Abrams responded if she is referencing the past contracted fee, that is correct. Mrs. Armstrong asked if every one of these firms requested \$150 or more an hour? Mr. Abrams said they did not. Mrs. Armstrong asked why then are we paying a rate of \$150 per hour? Mr. Abrams explained that one reason is to make the rate uniform for the services being provided to the CPSB and there are some attorneys in different sections that actually have requested more than that amount, i.e. Cook, Yancey law firm; Phelps Dunbar; et.al. and some were at \$145 and added that he can say the law firms did not get with anyone to decide what their rates ought to be and that is why there are some firms with higher rates. Mrs. Armstrong asked about the firm Phelps Dunbar as she does not see this firm on the motion? Mr. Abrams explained that Phelps Dunbar is not listed because the motion does not include any difference on new law firms. Mrs. Armstrong said in looking at the handout, she sees that Phelps Dunbar has previously done work for the board and is on the legal grid provided at the last meeting. Mr. Abrams explained they are listed as a bid, they requested to do work, but are not currently doing work, and their rates were at least \$175 an hour. Mrs. Armstrong asked if we are adding Phelps Dunbar to the list of firms that will do business with the board? Mr. Abrams said the motion before the board does not include them. Mrs. Armstrong noted the rates of the individual law firms, and that there are several whose rates were \$125, \$145, \$120, \$140 and only three that are \$150 plus, and asked why are we going to

increase the rates of these others? Mr. Abrams again stated the rates are different for other law firms and to make them consistent, the rate will be \$150 for all the different law firms, and as far as the current rate of the law firms doing business with the system, they have been doing the work for \$125 an hour for six years, and this would tie them in for another three years, almost 10 years, at that same rate. He said at the time the school system changed to \$125 an hour, we were paying the attorney \$145 an hour, so the rate was already reduced by \$25 an hour in 2001. Mrs. Armstrong again said we are paying too much and it has gotten out of hand, and we need to find lawyers we can pay \$150 that can solve the cases more expeditiously.

Ms. Phelps asked if the district has previously paid Cook, Yancey \$175 an hour? Mr. Abrams answered they were paid \$125 an hour, but their bid is \$175 an hour and added they are the top employment firm in the state. *Ms. Phelps moved, seconded by Mrs. Armstrong, to amend the motion to accept the bids from the companies listed at the rate at which they bid and that the fees be capped at \$150 an hour for those bids above \$150 an hour.* Mrs. Armstrong clarified the motion would pay the firms at the rate at which they bid if it is lower than \$150. Ms. Phelps explained that the motion says if a firm bid \$175, the cap is \$150, and if a firm bid \$125, their rate is \$125, so we are not raising everyone's rate up to \$150 if they bid below that. Ms. Phelps said just receiving this information today, and only previously receiving the bid sheet, she wanted to discuss it further, and asked Mr. Abrams how he selected the approved firms in the motion? Mr. Abrams said he did not select the approved firms, but they are the same firms selected last time. He said it is not his motion and he did not give a recommendation, but it's a board member's motion on what firms to use. Relative to all the firms listed, he believes they are all good law firms, but he did not make any recommendation. Mr. Guin stated that legal services is directly linked to the board and is neither a staff recommendation, nor an attorney recommendation. He stated the bid for legal services was on the agenda, the information concerning the bid process was given to the board and any motion made, and the motion made was almost verbatim to the motion three years ago, is a matter of how the board wants to structure the legal services. Ms. Phelps said she is not questioning the process or the way it was done, but the board only received the motion today, and there had not been any prior discussion and she has questions on the handout. Ms. Phelps again asked Mr. Abrams if there was not a recommendation from him on any of the new firms? Mr. Abrams said the reason the motion was provided is because the board had a discussion regarding placing this item on consent. Ms. Phelps again stated that for lack of communication, the board did not know this motion was coming as it was not in the mailout. Mr. Burton reminded the board that the discussion should be about the motion on the fees. Ms. Phelps said Mr. Guin brought up clarity, so we are talking, so he didn't bring clarity. Ms. Phelps said she does not mean to be rude, but she didn't need clarity for that, and again asked if Mr. Abrams did he not make any recommendations on the new bids? Mr. Abrams said he did not make any recommendations, but he did send a memo to all board members explaining the number of cases and the amount of fees expended over this budget year and that even though we are talking about the system costing money, there are actually 1/3 fewer cases now with this system in place. He added that a lot of things being charged for now is because of administration and a lot of special education calls and people consulting with attorneys to make certain they make the right decisions, which transcribes to legal fees, but it doesn't turn into a lot of cases where we are getting tagged by the courts for making wrong decisions. He also said we do not have as many personal injury law suits as in the past, and about the same number of workers' compensation cases, and the law firms currently doing the work, are doing a good job, and if the board wants to consider it a recommendation, he does consider the firms to be doing a good job; and the board made the initial decision, and there was a firm added, but he did not make any recommendation regarding anyone else. He again said the individuals and law firms that applied are good competent attorneys and can do the type work they applied to do if the board so chooses to add them on as attorneys. Ms. Phelps said she believes her amendment stands and while we appreciate the work they do, she doesn't believe we are in to giving them a bonus for their services since they submit a particular bid.

Mr. Ramsey stated he would offer to amend the motion to say that *attorneys retained under this section shall be compensated at the rate described in their RFP and will be capped at \$150 an hour.* He said he believes this will address the questions and concerns expressed by board members. Mr. Ramsey stated that a couple of weeks ago, he asked Mr. Abrams to draft the motion presented based on the last motion made when we had an RFP, and he did not think about the rates, which he believes is pretty consistent; however, he believes this change will address the concerns stated.

Mrs. Bell stated that she agrees, but asked how the firms who bid \$175 will be addressed? Mr. Burton explained the motion addresses that with a cap of \$150. *Mr. Rachal called for the question which carried with Board members Crawley, May, Phelps and Armstrong opposed and Board members Guin, Hardy, Burton, Crawford, Rachal, Ramsey and Bell supporting the motion.*

Vote on the motion by Mr. Ramsey, as amended by Mr. Ramsey, carried with Board member Armstrong opposed and Board members Guin, Hardy, Burton, Crawley, May, Phelps, Crawford, Rachal, Ramsey and Bell supporting the motion. The following is a copy of that motion in its entirety as amended:

Move that in Response to the RFP for Legal Services that all deficiencies in any proposal documents received by the Caddo Parish School Board be waived, but further that any and all proposals as proposed be rejected to the extent any such proposal in part and/or in whole does not reflect the Legal Services Program (with designated attorneys) proposed in the remainder of this motion herein below, and further move that the CPSB Adopt the following System for Legal Services, (becoming effective and fully implemented March 1, 2008).

CPSB's General Counsel shall be Reginald Abrams (referred to at times herein as General Counsel) of Abrams & Lafargue. General Counsel shall have a direct line of supervision and accountability to the Caddo Parish School Board. General Counsel shall attend all CPSB meetings, shall represent the CPSB in all contractual and adverse dealings and negotiations with the Superintendent, shall have general over-sight and shall be responsive to the CPSB in dealings with any other attorneys, shall counsel the Board during grievance, expulsion and employee appeal hearings, shall represent the Board in preparation of contracts, shall be prepared to provide the Board with general counsel at all times, shall monitor and review legal billings of all other approved CPSB legal counsel prior to payment, shall provide services and assign CPSB legal matters in accordance with Option 2 submitted by Abrams & Lafargue in response to RFP-07L-08. Compensation for Abrams & Lafargue legal services shall be as described in Option 2, i.e., Retainer, Hourly Fee and Out of Pocket expenses as submitted by Abrams & Lafargue in response to RFP-07L-08.

The Superintendent, and her designated staff shall be administrative liaison to all attorneys (other than the General Counsel to the Board).

Risk Management:

At any time that the Department of Risk Management finds a deficiency in the legal handling of a claim, it shall promptly report same in writing to the Superintendent and the General Counsel. The Department of Risk Management shall monitor and maintain a claim file on the following types of claims and litigation:

Personal Injury Defense;
Construction Litigation;
Other litigation involving personal and/or property damages; or
Workers Compensation Claims.

1. Abrams & Lafargue is approved to provide legal services to the Board in all the areas described in the Firm's response to RFP-07L-08. Abrams & Lafargue shall assign legal work to law firms that are approved by the Board taking into consideration any special expertise of the firms, the workload of Abrams & Lafargue, and the needs and best interest of the school system.
2. The following law firms are approved to provide legal services to the CPSB:
 - Law Offices of Fred Sutherland
 - Cook, Yancey King and Galloway
 - Hublely, Marcotte, Rhodes & Hussey
 - Law Offices of Ronald Lattier
 - Dale Cox of the law firm of Lemle & Kelleher
 - Law Offices of Eskridge E. Smith, Jr.
 - Law Offices of Zelda Tucker
 - Weiner, Weiss & Madison
 - Mayer, Smith & Roberts

Attorneys retained under this section shall be compensated at the rate proposed by the law firm with a cap of \$150.00 per hour. Paralegal time shall be compensated at the rate proposed by the law firm but not more than \$60.00 per hour.

3. General Guidelines

Attorneys shall take reasonable efforts to minimize the CPSB's legal fees. More than one attorney should not bill for the same service provided by a Firm for the CPSB.

Paralegal(s) shall be supervised at all times if utilized for CPSB work by an Attorney/Firm. The Attorney/Firm shall be fully responsible for the work product of any paralegal they utilize. Paralegal time shall not be billed for a service and/or provision, which is also billed by an attorney. All legal services shall be billed monthly, with a copy of all billings sent to General Counsel.

By the end of each March, June, September, December, all firms providing services shall provide (at no additional cost to the CPSB) a summary of any litigation they are handling, by sending the summary to the General Counsel.

4. Other Provisions:

The Board shall have the right to terminate the services of any attorney by providing 15 days notice by mail to their last known address.

In addition to the other services provided by the General Counsel, and notwithstanding the legal assignments herein, the General Counsel shall be expected to take necessary action on an expedited basis at any time he deems it necessary to protect the interests of the Caddo Parish School System.

When necessary, the CPSB may direct General Counsel to review and make recommendations about the services, billings and legal affairs of any other Attorney/Firm providing services to the CPSB.

Travel expenses for any firm shall not be allowed unless preapproved by General Counsel.

Each and every attorney/firm listed herein above, must provide to the CPSB written confirmation of acceptance to terms provided herein, which must be received within ten days of January 22, 2008, that the Attorney/firm accept the terms and provisions of the CPSB's action and expressly agree to perform services at the rate proposed by the law firm not to exceed the rate of \$150.00 per hour for attorney time, and \$60.00 per hour for paralegal services under the terms and conditions of this system. This written confirmation of acceptance shall be evidenced by proper documentation to establish the capacity of the person signing the confirmation. In the event the Attorney/Firm does not timely accept by written confirmation, then that Attorney/Firm shall be removed from the legal services system.

Each and every attorney/firm providing legal services to the Board shall maintain at all times professional malpractice liability insurance having coverage for the CPSB in an amount at or exceeding \$1,000,000.00 per claim.

Each April 1st, or at any time upon request of the superintendent or Board President, each attorney/firm providing legal services to the CPSB shall provide a certificate of professional malpractice liability insurance having liability limit coverage at or exceeding \$1,000,000.00 per claim.

If at any time, the Board is required to provide the Superintendent with independent counsel, the CPSB President shall authorize the provision of such counsel, which counsel shall be selected by the Superintendent, but which attorney shall be subject to the same payment for service as the attorneys selected in Paragraph 2 above.

Any pending litigation shall be handled as follows:

All pending litigation shall be handled by the law firm that is currently assigned to the matter.

Recess. The board president called for a ten minute recess at approximately 5:57 p.m. and the board reconvened in open session at approximately 6:15 p.m.

PRESENTATION ON 2008-09 SCHOOL CALENDAR

Roy Thomas shared with the board information on athletics for consideration in preparing a school calendar for 2008-09. He stated the Louisiana High School Athletic Association establishes the sports season calendar for all schools, that the districts are responsible for establishing district calendars within this framework, schools are responsible for developing non-district schedules that teams participate in throughout the year, and the LHSAA determines the official start date, with August 6th being when practice began this year and the last official contest for the year (baseball) will be on May 10th. Regarding Choice students, and as established by LHSAA, these students must transfer to their receiving schools within the first eleven days in order to be eligible for participation in LHSAA competitions. Lastly, regarding lengthening the school day, this will affect how long after school practices will last and what time they will end.

Dr. Mary Nash Robinson shared information on personnel and stated that if the board makes no significant changes in the calendar for the coming year, then there will be no significant changes in personnel. She reminded the board that if it chooses a calendar that extends the school day and shortens the year, the following information should be considered. Shortening the work year for teachers and school based personnel, i.e. teacher aides, will work fewer days and those additional numbers of hours paid per day offsets the cost to the district. She said with fewer days in the school year, daily rates of pay will increase and according to statute the salaries cannot be reduced. Dr. Robinson also explained that results might also increase costs in several areas, i.e. severance pay, employees who work additional days beyond the number of teacher work days and are paid daily rates for additional days. Also daily rates for personnel on the professional and non-administrative salary schedule may have to be increased a small amount and hourly rates for 12 month classified employees would also increase which would create an additional cost to the district, daily rates of pay for bus drivers will increase 3-5% and reported this information was provided to the board in the *Weekly Briefing* by the Finance Department. Dr. Robinson also added that the daily rate of pay for substitutes may increase because of an addition of minutes to their day, as well as the total cost of overtime paid to classified personnel and bus drivers as a result of an extended day calendar. She also noted a greater disparity would exist between school based administrators, because they would be working fewer days at a higher daily rate, compared to the 12 month administrators remaining at the same salary. Dr. Robinson stated that in running the numbers, it is estimated that extending the school day and shortening the school year could result in a possible \$800,000 to \$900,000 increase in personnel costs. Also, the shorter the period between the start of the school year and the payroll cutoff for deductions gives the employees less time to sign up for health insurance which it takes time for an employee to assess these things and make a decision. Lastly, the deadlines for submitting 504 testing accommodations for our students is in December and January and a reduction in the number of days before December 15th shortens the time allowing them to work through the process. Dr. Robinson again stated the staff is available to provide any information the board needs in its work to establish a calendar for 08-09.

Mrs. Bell asked staff what employees receive overtime other than the athletic groups? Dr. Robinson said bus drivers do after 40 hours. Mrs. Bell asked about average everyday classroom teachers? Dr. Robinson said the teachers do not receive overtime. Mrs. Bell asked how you compare the year round schools when talking about the time of testing compared to the regular school? Dr. Robinson responded that calendar days for the year round schools are not very different from the calendar days for the traditional school. Mrs. Gunn explained that the year round schools do have intersessions scheduled throughout the school year, but they go the same number of days, and in June they provide intersession and remediation for the students. Mrs. Bell said that is what she wants to say, they go in June and staff is telling her that the rest of the students, and she is sure that not all of the students passed the test in the year round school, and asked how can staff justify that school must stop by a certain time and summer school start by a certain time, but there are students attending regular classes in the month of June. Dr. Ebarb explained that year round schools provide remediation for their students and they do not attend the summer school program since their calendar is different. Mrs. Bell said she believes if we

can change the time for the year round schools, she believes we can make some adjustments for the regular schools and start later and still accomplish what we need and still provide the employees a break before summer school. Dr. Ebarb added that the testing dates in the summer are set by the state, so we have to take those dates and back up from that date to determine a start date for summer school, basing it on how many days there are to work with, which will also determine the length of the summer school day. Mrs. Bell asked that the board convey these concerns when the Louisiana School Boards Association meets in Shreveport, as well as to the Legislative Delegation and the Governor.

Mr. Burton reminded everyone that the board as a Committee of the Whole will conduct a work session on the calendar on Thursday, January 24th from 4 – 5:30 p.m.

Mr. Guin asked when did school start this past year and Mrs. Gunn responded on August 14th. He also asked if Bossier does not have a proposed calendar that will begin school on August 6th. Mr. Guin asked for someone to explain how we figure pay – by the hour, by the day, or are teachers and administrators contracted by the year. He said he understands the argument about lengthening the days, but the argument on money has been presented in multiple ways and the arguments are not making sense and shared the example that staff is saying if we lengthen the day we will have fewer number of days in which our students go to school and teachers teaching, but you are saying the rate per day we pay a teacher is going to go up, so later on if we try to lengthen the timeframe in which we are going to school, because we have raised their per day average, it will now cost more money. He said the problem he has with this is when we look at calendars, we are looking at instructional minutes and if we want to go in that direction, this is not a strong argument because we compensate our staff based on instructional minutes and not lower any pay according to state law. Also, in talking about bus drivers, if we compensate our bus drivers by the day and we shorten the number of days they drive buses, how is that an increase, because he sees that it would save us money. He said he understands it might create some angry bus drivers, but the fact is it would be a savings in money. Mr. Guin stated he has also heard the argument concerning the nutrition department, and he understands the arguments, but if we are not putting food on plates because students are not at the school as many days, we won't need as much Federal money. He added that as the board goes into the work session on Thursday to look at the calendar issues and possible options, he believes everyone needs to be honest with each other, and added if he is pushed in a corner like he is too stupid to figure these things out, he will go in the opposite direction to prove it can be done. He said in summary he believes there are some arguments being placed on the table that are not viable arguments and that some of the most viable arguments are those relative to athletics, but he doesn't believe there aren't some areas where we will be saving money.

Mr. Rachal stated when talking about lengthening the day he has concerns regarding transportation and he hopes this will be addressed in the work session. He also said he appreciates this discussion as he could not understand how going to school longer costs less and the fewer number of days would cost more.

ANNOUNCEMENTS AND REQUESTS

Mrs. Armstrong asked that an item be added to the February agenda, and that staff proceed with gathering information, for renegotiating that portion of the contract with Blue Cross/Blue Shield relative to pre-authorization for needed services.

Mr. Rachal reiterated the information provided on magnet school testing and that the deadline is Wednesday, January 23rd. He also announced that the Caddo Parish Title I schools, the LEAP and GEE Parishwide Parent Roundup is January 26th from 8:30 to noon, and encouraged parents with concerns to attend. Mr. Rachal also announced that on Thursday, January 31, he will hold another education forum at Captain Shreve High School from 6 until 7:30 p.m., and encouraged anyone interested to attend.

Mrs. Crawley asked if we are hiring people any time of the year and they are waiting more than four weeks before getting paid, as the board approved last August/September that everyone will get paid within four weeks of being hired. She said she doesn't understand why it would be an issue for those hired in January.

Mrs. Crawley asked that the magnet school acceptance letters not be sent out the first day of Spring Break, and she also requested that in lieu of the Academic Celebration held the past three years, that staff look at doing something at each individual school.

Mrs. Bell asked that an item be added to the February agenda addressing a Possible Raise for Substitute Teachers and ISS Employees and that staff provide her with information on when the last time these employees received a raise and what was the amount.

Mrs. Hardy requested an update on the JROTC Civilian Program for Linear Middle School and if the program will be initiated. Mrs. Gunn responded that staff is working on this request.

Mrs. Hardy also asked about the parking lot for Linear and if she needs to bring an agenda item to address this. Mr. Burton said this is a capital project item and staff provided the information so she could bring a motion if she wishes to do so.

Mrs. Crawford reminded everyone that Thursday evening will be the final public forum for Broadmoor and the possibility of Broadmoor becoming a year round school. She encouraged those interested to attend and to let others who might be interested know about the meeting.

EXECUTIVE SESSION

Student Appeal Hearings. *Mrs. Crawford moved, seconded by Mrs. Armstrong, to accept staff's recommendation for F.M., Z.H., C.T. and E.M. Vote on the motion carried unanimously.*

Teacher Employment Matter. *Mrs. Crawford moved, seconded by Mrs. Armstrong, to go into executive session for 10 minutes for a teacher employment matter. Vote on the motion carried unanimously and the board went into executive session at approximately 6:45 p.m.*

The board reconvened into open session at approximately 7:45 p.m.

Adjournment. *Mrs. May moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 7:46 p.m.*

Wanda Gunn, Interim Secretary

Willie D. Burton, President

January 24, 2008

The **Caddo Parish School Board (CPSB)** met as a Committee of the Whole in its office at 1961 Midway Street, Shreveport, Louisiana at 4:00 p.m. on Thursday, January 24, 2008, with President Willie Burton presiding and Charlotte Crawley, Lola B. May, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell present. Board members Phillip Guin, Eursla Hardy, and Tammy Phelps were absent. Also present were Interim Superintendent Wanda Gunn, Legal Counsel Reginald Abrams, staff and other visitors. Mrs. Bell gave the invocation.

President Burton announced the board is meeting as a Committee of the Whole for the purpose of discussing the 2008-09 school calendar and expressed appreciation to the staff for providing the calendar scenarios. He explained each board member will have five minutes to speak; and once everyone has had an opportunity to speak, he will ask if anyone has questions or wishes to speak a second time.

Mrs. Bell expressed her appreciation to staff for providing the board with a leeway in looking at the calendar. She stated that after looking at the scenario of school beginning August 18th and ending with a teacher work day on June 1, she believes this is the best option. She said summer school could then begin on June 8th, allowing a one week break, and go for three weeks before testing on June 29th and 30th, and makeup tests on July 1st and 2nd. This would allow the students an approximate six-week break before beginning the new school year. She further stated that with this option, there would not be a need to extend the school day, it allows a break for the teachers and students before beginning summer school, and it allows for a break between summer school and the beginning of a new school year. Mrs. Bell said she believes this is the best option also for the buses and the problems with the heat. Regarding summer school, she asked staff to calculate how long the summer school day would need to be to get in the required 100 hours in the 15 days of instruction? Dr. Sara Ebarb said she will calculate the hours for the board, but the students will possibly have to go from 8:00 until almost 3:00.

Mrs. Armstrong stated she concurs with this option and she supports it.

Ms. Priest stated she wishes to go on the record that there are no guarantees on the weather as to when it is going to be hot or cold, and she understands the heat on the buses, but the board needs to be very realistic about the demographics and the populations we serve. She said reality is that when a large percentage of Caddo's students go home, their homes are hot because they do not have air conditioning, and many do not have heat in the winter. Ms. Priest also stated that many also do not have air condition cars to ride in, and the board is never going to be able to fully please everyone with a decision the board makes. However, she does believe in the art of compromise and after reviewing all the calendar scenarios put together by the staff, she believes the 18th calendar will probably be the best and most realistic to work toward and adopt.

Mrs. Crawford stated she also likes the 18th start date and knows it is difficult to determine dates when working with the Federal Government, daylight savings times, state testing dates, summer school, and other things we have no control over. She added that based on input she has received from parents, it appears people would like to begin school a little later for various reasons. Mrs. Crawford also added she thinks summer school should be uninviting so as to hopefully encourage students to work harder during the school year, and she doesn't believe adding 15 minutes to the school day will accomplish anything, but could possibly create more problems for after-school activities, practices for sports, etc.

Mrs. May expressed her appreciation to the staff for their work in submitting this information for the board's consideration. She added she didn't have any requests from parents other than they would like for us to come up with a schedule to keep the students all year.

Mrs. Crawley also stated she likes the 18th start date and asked staff if they had looked at the instructional minutes to determine that it is a legal calendar. She asked about the addition of minutes to the day, as two of Caddo's high schools have added 15 and 20 minutes to their day, Southwood and Green Oaks respectively, both of which have after school athletics, and if these two schools have noted any issues by adding the additional minutes to their day? She asked if other high schools would be able to add the additional time and not have the problems that Southwood and Green Oaks might have had? Mr. Thomas said Woodlawn was the first high

school to go to the seven-period day and that was the primary focus for adding the time to their day. Mrs. Crawley stated she understands, but it is being said that adding minutes to the instructional day would create a lot of problems, and asked if it would be a problem, for example, for Byrd? Mr. Thomas said it is still in the time period we ask the teachers to be on campus, 15 minutes before school starts and 15 minutes after school ends. Mrs. Crawley said she is asking these questions for clarification as she doesn't see any problems with adding 15 minutes to the school day. She asked the staff to provide her with the real conflicts for adding 15 minutes to the day, including the number of students who get off the bus after 5:00 in the evening. Mr. Jones said there are approximately 83 buses currently doing after-school programs and approximately 90 buses doing athletics, for a total of approximately 173 buses averaging 20-30 students per bus. With the dismissal times for after-school programs and athletic programs varying from 4:30 to 6:00, most of the students get home right at dusk and some get home after dark. He added if the school day is extended, it will mean more students getting home after dark. Mrs. Crawley asked if she could get an exact number, because she knows if an after-school program already goes to 6:00, then adding 15 minutes is not going to affect those students, because it is already dark when they get home. She said it will be those students who are now getting home at 5:00 would be getting off the bus after 5:00. Mr. Jones responded that most of the time now, we still have light after 5:00 to approximately 5:30, but it's 5:40 that is dusk and approaching darkness, and most of our students are getting off the buses right at dusk and an increase in the time will project more of them getting off the buses in the dark. Mrs. Crawley also asked for staff to provide her with a number of students that are being dropped off after 5:00, at 5:40, for example, and where they are being dropped off, on Hollywood, etc. Mr. Jones said the after-school programs (tutoring-type programs) total about 1,600 students. And the dismissal times range from 4:30 to 6:00. Mrs. Crawley said that is what she wishes to know, exactly how many students we are dealing with, because we are not dealing with 1,600 students getting off the bus all at the same time, and the ones that already get off after 5:30 cannot be counted in the number she is looking for, because it is already dark at 5:30. She wants to know how many students will be affected, those that were getting off the bus at 5:00-5:30 and will now be getting off the bus later if the day is lengthened. Mr. Jones also said it takes time for the buses to run the routes and reminded them of the incident last year where one of Caddo's buses was shot at several times. He said this bus began running the route at approximately 4:30-4:45, but was still dropping off students when this happened. Mrs. Crawley indicated she would like to know how many students we are talking about. Mrs. Crawley also asked how many minutes do elementary students currently attend school each day, 360, 370, 375 a day? Dr. Ebarb said they all get at least 360 and it depends on exactly when they start and when their first pick up is in the afternoon as dismissal times are staggered for safety reasons. Mrs. Crawley asked about those that are at 375 minutes a day, and if this is how a school accumulates enough minutes to plan a professional development day? Dr. Ebarb explained that in past calendars, there have been 178 teaching days, and if you have 177 teaching days times 360 minutes, you can reach the required 63,720 instructional minutes. She further explained another way a school can schedule a professional development day is if the school has an additional 10 minutes in their day, and because there might be a fluctuation in the recesses, how many and the length of them, they might be able to reach their required 360 minutes a day and be able to apply any additional minutes to a professional development day. Mrs. Crawley said it would be helpful if the board knew if some schools already had minutes above the 360 as it may not be necessary to add any additional time to the day. Dr. Ebarb stated the school would then not have any extra time, and Mrs. Crawley said that is true. Mrs. Crawley asked if staff could provide the board with a list of the schools and those that already have more than 360 minutes in their day. Dr. Ebarb stated that the principals have turned this in and it is available.

Mr. Ramsey asked if the example calendar being discussed meets all the requirements of the state and how does it impact the length of the summer school day? He also stated that he believes the longer the summer school day, the less impact you have on the students. Mrs. Gunn announced that staff has looked at the testing schedule for summer school, and while Mrs. Bell reported the dates of June 29th and 30th for testing, the actual testing dates are June 25, 26, 29th and 30th, which means the summer school start date would need to be backed up to possibly June 4th or 5th, and the summer school day would need to be from 8:00 to 3:00 for three weeks. Mr. Ramsey asked if these are gifted students or are they students that need help? Mrs. Gunn responded these are children who did not pass the test. Mr. Ramsey stated he believes an 8:00-3:00 day is pretty excessive, and asked how many classes will be taught in the course of a day? Mrs. Gunn said two, and possibly three or four at the high school level. Mr. Ramsey asked how many classes are taught during the regular school day? Mrs. Gunn responded six classes. Mr.

Ramsey stated he still believes this will be an excessive lengthy day for those children, and he is also concerned about the discussion to extend the day and if this calendar does that, he cannot support it.

Mrs. Bell suggested putting in the calendar starting school on the 18th of August, end May 30, start summer school on June 4th, allow 3 weeks for summer school with an 8 am-3pm day, and after summer school testing, allow teachers and students to be out of school for July and part of August.

Mrs. Crawley asked for the number of children (not a percentage) who did not pass the LEAP test in March and the number who did not pass when retested.

Mr. Burton stated that following the board's dialogue today, the staff will be asked to take the input from the board and present a calendar for the board's consideration at the work session.

Mrs. Armstrong stated she feels real comfortable with today's discussion and appreciates the superintendent and staff's efforts to pull the information together for the board. She also said she believes the option discussed is a realistic one that addresses a lot of concerns previously expressed. Also, she believes the 8-3 summer school time gives an additional opportunity in a structured situation to get all the elements of reading taught without breaking it up.

Ms. Priest also stated she believes it is a great compromise and that the 18th start date with the adjustments the board has discussed would allow all the elements relative to reading and math to be met. She said she also looks at it from a social standpoint and concerns that our children do not have places to go, and this gives the students a safe environment to be in. She also said while this calendar may not be the fix we would like to have, it does give us something to work toward, along with the board-approved resolution submitted to LSBA regarding the later testing dates and assessments, to present to the Legislators.

Mr. Rachal asked how staff believes this process, this proposed calendar will work with the students and their success. Dr. Ebarb said this is something she cannot predict, but shared her experience as a summer school principal and that the longer the day, it is harder to keep the students focused, because if a student only failed reading, they would have reading all day. She said she doesn't believe anyone can argue that the more time spent in remediation can be helpful. Mr. Rachal stated if this is the option the board approves, he will be interested in seeing a comparison next year on which option might be more successful. Mr. Rachal also said he is interested in a cost analysis on dollars added and dollars saved.

Mr. Burton stated he believes there is a consensus among the board members and there will be an item on the agenda for February and if board members wish to make any revisions or amendments, they will be able to do so at the work session.

Mr. Burton announced that board members will be receiving a letter regarding the continuation of the executive session began on January 22, 2008.

There being no additional comments, Mr. Burton announced the meeting adjourned at approximately 4:50 p.m.

Wanda Gunn, Interim Secretary

Willie D. Burton, President

January 29, 2008

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 4:37 p.m. on Tuesday, January 29, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Mr. Burton announced that Mr. Guin is out of town. Also present were Interim Secretary Wanda Gunn, and Reginald Abrams, legal counsel. The prayer and the Pledge of Allegiance were omitted.

Mr. Burton announced that the purpose of the meeting is to continue in executive session for the purpose of a teacher employment matter which began on Tuesday, January 29, 2008.

The board reconvened in open session at approximately 4:40 p.m. and *Ms. Priest moved, seconded by Mrs. Bell, that the attorney be authorized to submit a letter to the judges and District Attorney to authorize the continued employment of the teacher.*

Mr. Ramsey asked if an affirmative vote will be a violation of CPSB policy? Mr. Abrams responded it is not, but is actually a state statute on which the board is asking authorization.

Vote on the motion carried with Board members Crawley, Crawford, Ramsey and Armstrong opposed and Board members Hardy, Burton, May, Phelps, Priest, Rachal and Bell supporting the motion.

Adjournment. *Mrs. May moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 4:43 p.m.*

Wanda Gunn, Interim Secretary

Willie D. Burton, President

February 5, 2008

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at 8:05 p.m. on Tuesday, February 5, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Phillip Guin, Eursla Hardy, Charlotte Crawley, Lola B. May, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Ms. Phelps was absent. Also present was Wanda Gunn, interim secretary, and Reginald Abrams, legal counsel. The prayer and pledge were omitted.

Mr. Ramsey asked that the order of the agenda be changed so that item number 6 "Personnel Recommendations" be considered first. The change in the order of the agenda was approved by acclamation.

VISITORS

Ken Krefft shared information with the board on safety and the need for reinforced concrete steel buildings, and that every campus could use a multi-purpose building. He suggested that in 2011-2012 it should be put before the people to rededicate some of the money for air conditioning and heating to do this. He encouraged the board to plan ahead and provide buildings that can withstand a direct hit from F-5 twisters and ensure the safety of our staffs, faculties and children in our schools. He also asked the board to consider closing schools any time there is a Presidential or Congressional election on the Tuesday after the first Monday in November.

PERSONNEL RECOMMENDATIONS

Mr. Ramsey moved, seconded by Mrs. Crawley, to approve the personnel recommendations as submitted by the superintendent and included in the mailout and at board members' workstations. Vote on the motion carried unanimously.

Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following board-approved personnel appointments: (1) James Thurmon, head coach at Woodlawn High School; and (2) Pam Barker, certified personnel administrator for special education. These appointments will receive the appropriate salary as reflected by the Caddo Parish School Board salary schedule applicable to the position to which they are appointed. Administrators, family and other guests present also were recognized.

INTERIM SUPERINTENDENT COMPENSATION

Ms. Priest moved, seconded by Mrs. Crawford, to approve the information as presented in the letter sent to the board that the additional compensation for the interim superintendent be \$3,400 a month. Vote on the motion carried unanimously.

EXECUTIVE SESSION

Student Readmission Appeal. *Mrs. Crawford moved, seconded by Mrs. Armstrong, to accept the superintendent's recommendation regarding the student with initials M.R. Vote on the motion carried unanimously.*

Adjournment. *Vote on the motion to adjourn carried unanimously and the special session adjourned at approximately 8:17 p.m.*

Wanda Gunn, Interim Secretary

Willie D. Burton, President

February 5, 2008

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:45 p.m. on Tuesday, February 5, 2008 with President Willie Burton presiding and Bonita Crawford and Lillian Priest present being a quorum. Other school board members present were Phillip Guin, Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Interim Secretary Wanda Gunn, Legal Counsel Reginald Abrams, staff and other visitors. Ms. Tammy Phelps led the invocation and Pledge of Allegiance.

Announcement. As a point of personal privilege, Mrs. Crawford announced that her son, Patrick Crawford, who is a med tech in Iraq, this week received the Battalion Accommodation for single handedly completing and repairing 30% of the work done in the hospital and clinic in Mazul. She added that this accomplishment is worth about \$500,000 and his family is very proud of this accommodation and asked everyone to keep him in their prayers.

PRESENTATIONS

2006-2007 Financial Audit Report. Jim Lee, director of finance, introduced Tim Green of Allen, Green and Williamson, who presented the financial audit report. Mr. Green stated that board members have received a copy of the annual financial report for the fiscal year ending June 30, 2007, for the 2006-07 school year. He added there were two other reports distributed: (1) CEEF (Caddo Educational Excellence Fund); and (2) the single audit report, both of which are a part of the annual financial audit, which the Louisiana State Statute requires the board to complete each year. He said also at board members' stations is a copy of a power point presentation with attachments and he highlighted several items included in this report. Mr. Green explained that the purpose of the presentation today is to provide a quick synopsis of the annual audit, which has two parts -- (1) the financial part and (2) the compliance and internal control testing. He expressed appreciation to Jim Lee and the members of his staff for their assistance in the audit. Relative to the financial perspective, the single financial audit report, Mr. Green noted their opinion on pages 15 and 16 of the report and it is a "clean" opinion with no qualifications, and no adjustments needed to be made. He highlighted four funds covered in the financial report for last year -- (1) the General Fund, (2) the Child Nutrition Fund, (3) the Caddo Educational Excellence Fund, and (4) Other Funds. In the General Fund report, Mr. Green noted the different types of revenue and the \$328 million in revenue during 06-07 versus the \$314 million the year before, and that the biggest item contributing to this increase was the MFP or state equalization money. He shared with the board that for the past year, the revenues exceeded the expenditures by approximately \$5.9 million, and noted the reserve fund balance of approximately \$52 million which is approximately a two -month reserve which is not excessive, and it is not recommended that it be any less. In comparing this to previous years, he noted the district had a greater excess the previous year. Regarding the Child Nutrition Program, the revenues were \$21 million and expenses were \$22 million, and also noted losses in the past two years, which brings the fund balance down to \$3 million which is approximately 1.5 months in this fund reserve. Regarding the CEEF, this fund has continued to grow with revenues for the year being \$1.6 million with the amount transferred out (from the interest earned) reflecting approximately \$14 million in this fund. Regarding Other Funds, Mr. Green said as of June 30, 2007, there is approximately \$49 million in the parishwide capital projects fund.

In summary from the single-audit report, Mr. Green explained that in looking at the entity as a whole and the requirement of internal control testing and compliance, the audit reflects three comments -- (1) capital assets access to Accounts Payable computer system and 5% budget overruns comments are routine and have been discussed with management and they are being addressed (pages 9-11), and (2) the government auditing standards is looking at the entity as a whole, and the single-audit act focuses on the Federal dollars the district receives from the Federal Government and they want to make certain these funds are being spent appropriately which requires numerous tests in the Federal areas. He reported the two reports tested this year were the Child Nutrition Program and Reading First, and announced there were no audit comments in either category.

Mr. Green highlighted the management letter to the board as it addressed the Child Nutrition Program and the fund balance of this program. He noted that in 1995, the CNP had between \$9

and \$10 million in fund balance and over the years this has eroded. In the current year, the CNP reflected a loss of almost \$900,000 and he believes from the trend that this balance will be wiped out in the near future. He encouraged the board to give attention to this area by changing expenses, raising revenues, etc.

In closing, Mr. Green also shared with the board the new standard the school board is facing in the requirement to have the annual audit prepared in accordance with general accepted accounting principles. He noted the new standard addressing health care costs for all employees; and to date the only thing recognized in the financial report is the amount paid out during the current year. He further explained that GASB (Governmental Accounting Standards Board) wants to get this on a full accrual basis of accounting and as the employee works during their tenure with the board, they want the school board to recognize that health care cost per employee not only during their working years, but also what the cost will be during their retirement years. He also advised the board that it will be required to have an actuarial study performed on this and this will be effective in the coming year which will impact the board's financial statement since GASB says you will have to report it.

Announcement. Mrs. Gunn noted that the district's creative writing bulletin, "*The Seedlings*", is at board members' stations, and she commended the Caddo Parish School System for being a Diamond Level contributor to the United Way, which means Caddo was among the top six participants this school year to United Way.

Recess. The president called for a five minute recess at approximately 5:08 p.m. and the board reconvened in open session at approximately 5:12 p.m.

State Superintendent Paul Pastorek. Mrs. Gunn welcomed Louisiana State Superintendent Paul Pastorek, State Deputy Superintendent Ollie Tyler, Rodney Painting and Patrick Dobard from the executive office, Walter Lee and Chas Roemer, BESE members from District 4 and 6 respectively.

Mr. Pastorek shared with the board ideas for improving education and began his comments by sharing with the board his background in public education having worked in the public schools in New Orleans as a partner in education in the Andrew J. Bell Jr. High School beginning in 1986, served as a former BESE member, and became the state superintendent approximately nine months ago following Cecil Picard's passing away. He stated that since 1986, he has been on a personal mission to improve the lives of children in Louisiana and particularly those who attend public schools. He added that despite the closing of Andrew J. Bell School, he believed the children in this school were capable of doing much more than they were given credit. Mr. Pastorek stated he practiced law for approximately 29 years and left his legal career when he became the state superintendent of education so he could pursue the issue of assuring that poor, particularly African American, students succeed in our state, and not because he needed a job, an appointment or a position.

Mr. Pastorek stated that upon becoming the superintendent, he looked at the condition and quality of our schools; and how the state's accountability system scores schools (School Performance Score), with 60 being the score students must achieve without being deemed academically unacceptable. He added there are currently about 75 academically unacceptable schools in Louisiana and with the hurricane affected schools, the total is over 120 schools of the 1400 plus schools in the state, which is almost 10%. Mr. Pastorek explained that "academically unacceptable" means the children attending that school basically cannot read above the third grade level. He said he understands there are those who do not like the "academically unacceptable" label, but it was designed to help us mobilize ourselves to get rid of the label. Mr. Pastorek also explained that when smart people sat around a table in an effort to build an accountability system that would change behavior, they determined if labeled, people would want to do what was necessary to get rid of that label; however, this is not what happened. In looking at the accountability plan and that after being in "academically unacceptable" status for four years the state can do something, he began to look at those schools that are below 60 and have been for four or more years, and there are 11 in the state, one of which is in Caddo (Bethune Middle Academy). He further explained the staff looked at 100 low-performing schools in the state and matched these schools with high-performing schools in the state in an effort to help them. Since beginning this process last summer, he reported that the state actually has personnel coming into Caddo's schools today working with teachers, that \$1.5 million in

state money has been spent to help schools and support this sharing idea. He went over a list of 20 schools in the State of Louisiana that scored 80 and above and have high poverty enrollments, Pine Grove Elementary in Caddo being one of those schools. Following these comments, Mr. Pastorek proceeded to explain that he is here because Caddo has one school (Bethune) that is challenged, and shared with the board Bethune's history and that he visited the school today after studying this school for approximately four months, after having personnel in the school for approximately a year and after sending in a quality review team last week to see exactly what is going on at Bethune. He reminded the board that it adopted a Reconstitution Plan for Bethune two years ago and it is in its second year of implementation and his question is, is it good enough? While he knows these students can do it, it hasn't been done, because the school has been in academically unacceptable status for five years, almost a generation of kids. He explained the needs assessment the state uses in schools to determine what the school needs in order to be successful and he highlighted annual provisions since 2003 that have been supplied in efforts to help Bethune, i.e. Distinguished Educator, Title I improvement funds, School Choice, supplemental Title I allocations, state monitors, scholastic audit. He reported that after five years, the School Performance Score is 48, which is 12 points from the goal and that the improvement over the last three years has been 3 points per year. At three points a year, it will be an additional four years before Bethune is out of "academically unacceptable" status, which is a whole generation of kids.

He announced he is here to tell the board that they are considering placing the school in the Recovery School District. He said he met with the school today and he told the principal and the superintendent that he believes those that work at Bethune are heroes, because they have done the best they can in this very difficult job. He added that he knows the board has a plan, and it is a good plan, but he is impatient and is not willing to wait another four years to get this school out of the hole and asked the school board members what would they do to get the growth up more than three points, what has the board done, what is it prepared to do and what knowledge does the board have of this school's needs? Mr. Pastorek explained that there are a lot of students in Bethune that cannot read very well and that is why they are struggling, that is why they lose attention to what they are doing, why they get unfocused, why they are tired of going to school, why they feel like they are no good. He asked the board if there is a reading specialist in Bethune, someone who really knows about what it takes to get kids to read, but the answer is we're trying to hire one. Mr. Pastorek expressed he is not happy about trying to do stuff when kids lives are at stake and five years have passed. He explained to the board that a takeover means, (1) that the State of Louisiana comes in and removes everyone from the school and begins the same process the school went through two years ago, (2) that the school is offered to a private provider, (3) that the school is offered to a charter operator, or (4) the State could come in and see the value of the improvements that have taken place, the value of the community support, and determine that a lot of changes don't need to be made, but they will make certain that there will be changes. Since he only makes the recommendation, and the Board of Education makes the decision, he knows some change is required at Bethune and at this time he is asking himself whether or not the community is going to step up and make the necessary changes for the school; because if he doesn't believe it will, he will certainly take the school. He further stated that while board members may believe he is really concerned about Bethune, that is only the tip of the iceberg, because he knows that the students who got to Bethune got there because they went to another school and didn't learn to read, and he is concerned about the students in the pipeline. Mr. Pastorek again asked the board what is it prepared to do to convince him that he should not have to take the school, because the board is determined to make the schools work for these kids.

Mrs. Armstrong asked Mr. Pastorek what, in addition to the need for a reading specialist, was his insight today and what are his recommendations for Bethune? Mr. Pastorek responded that he does not have the full report from the evaluation and he doesn't know if he is ready to go through it in any depth, but shared with the board that the Reconstitution Plan was essentially a good plan but the plan must be followed with great fidelity, and that is the question, is it being followed with great fidelity, not because one individual is not doing what they need to do. He added this is not so much a discussion about Bethune as it is about an organization that supports Bethune. Mr. Pastorek said there are resources needed in Bethune and a reading specialist is just one. There is a need for intervention with these students and there is a shortage of personnel in the school, and while the technology is important, it's the quality of the teachers in the school. He added he believes there is a cohesive group of people at Bethune that are banding together to save these kids and this is good, but there is a need for intellectual horsepower to support them,

i.e. specialists, fidelity to the plan. He again told the board that he does not believe the situation at Bethune is one that requires dramatic change; however, while the makings of a solid operation are there, it's just not there yet and it needs to be soon.

Ms. Phelps stated it was refreshing to her to hear his comments concerning a reading specialist and computer learning. She said she believes the minutes from 2004 will reflect that she asked, as a newcomer on the board, about reading specialists since she is not a proponent of a lot of Compass Learning. She said she believes Caddo's situation is a little different with Caddo's former superintendent working with the state superintendent and she knows there has been a lot of dialogue about what Mrs. Tyler had done in the past to help Bethune. She said she believes the board has been very supportive on other ideas, and she believes we are a part of the community that supports Bethune and stand ready to support the superintendent and the staff. In stating the question to the board, she said the board is always reminded of its position and that the board does not run the daily operation of the schools, but whatever the charge is to the board, she wants the superintendent to know the board is here to do what it takes. Ms. Phelps said she believes everyone here wants to do better and we know we can, but again as a board wherever the accountability and the direction, the board will be there. Mr. Pastorek responded that he is probably more familiar with this school because Mrs. Tyler works with him, but stated he is making independent decisions about this school. He said when talking about board role and responsibility, he said Ms. Phelps is correct that it's not the board's role to get involved in the detail, but at a macro level, he asked if the board has taken the Reconstitution Plan and asked the superintendent or appropriate administrator to report to the board on a regular basis about the fidelity of implementation and adequacy of resources provided. He said he doesn't believe the board needs to decide what is adequate fidelity or what are the resources that need to be provided, but the board needs to know whether or not the administrators believe it is being done. Mr. Pastorek said one thing he knows the board can do is focus on the schools every month with a report on those schools that have failed, are failing or are at risk of failure, and this would give the board incredible insight on the challenges so when looking at big issues like the budget and appropriations for reading specialists, the board would be in a position of great knowledge in order to make the decision. He said the board has to make it a priority by having it on the agenda every month.

Mrs. Crawford asked about the Reconstitution Plan implemented two years ago and she doesn't believe we have allowed the children who have been under this Plan to be tested so we can tell if the Plan has made a difference, and are we jumping the gun on making a decision to do something different? Mr. Pastorek said he believes the board needs to ask themselves if the Reconstitution Plan is being implemented with fidelity. Mrs. Crawford asked if in saying this does it mean we need a change in how the administration is running the school or should we change the type of administration, should we change the personnel? Mr. Pastorek again stated that a report is coming that will identify specifics; however, based on the information he has received thus far, and not getting into specifics, he said there is a need to follow the plan with greater fidelity, there is a need to provide additional resources, and there is more required than what is in the plan. He said his problem is he can not get caught in the trick bag of "let us finish our Reconstitution Plan" when he knows it is not going to be enough, and that is why it is hard for him to stand idly by if he knows it won't get us to the goal line. Mr. Pastorek again stated he has not made a decision, but he is looking at whether or not the plan is adequate, is the plan implemented with fidelity, and while he can be told a plan has been implemented and it will take 10 years, he really doesn't care, because he knows if you don't have reading specialists in this school, it's like pushing a rock uphill. He said he respects the Reconstitution Plan, and it is good, but that is a huge missing piece. Mrs. Crawford asked if we can't find these people, how will the state be able to find them? Mr. Pastorek asked if it has been determined there are none to be found? Mrs. Crawford noted his comments that the response is none can be found to hire. Mr. Pastorek said what he is asking is if the board has determined based on the presentation of evidence by staff that we cannot find reading specialists? He said to the board, it's amazing what people will do when held accountable for finding these things. Mrs. Crawford said she understands the board gets a list of jobs that can't be filled and this is one of them, but she has assumed they are doing everything possible to find them. Mrs. Crawford said the Reconstitution Plan was approved by the state and she wants the state superintendent to know the board is concerned about Bethune and staff has worked very hard, and with the time that has been invested, she knows changes can be made, but she thinks it should be given the chance to succeed, and it may be after testing this year. He said whether the state approved it or not, we

have to look and see, and the board has to ask the administration if it is getting done, and staff should be standing before the board.

Mrs. Bell thanked Mr. Pastorek for addressing the board and for sharing with the board his background, as she now has a different perspective and understands he does have a heart for these children. She said she taught over-age students in the 6th grade and she will be talking to the board during budget time, because there is a need for a reading specialist in all the schools in trouble. Mrs. Bell said the board needs to know what is going on and not told the board should be micro managing. She said the board needs to know what is needed at this school and she is embarrassed as Bethune should have been a priority and whatever they needed should have been provided in the first or second year, but she did not know. Mrs. Bell also talked about leaving Turner Middle and going to Hollywood and she understands the importance of having a leader with passion and teachers who want to make a difference, and she believes the teachers in these schools should be compensated for teaching in these schools. She said the board, the staff and the state department can do this and asked the state for help in making this happen. Mrs. Bell also stated she has met with a former governor about the need to have tougher laws and help the principals with discipline and other issues. She again thanked Mr. Pastorek for sharing his heart and noted to the media that he is a man with a passion who wants to make a difference.

Ms. Priest thanked Mr. Pastorek for coming and sharing with the board. She said she had the opportunity to be at Bethune earlier today and the question was asked about what can the board do? She said whatever the state's recommendation might be, the board and the community will support it, because number one, it's our children. Ms. Priest asked about the intellectual capacity and if that is what is actually coming into Bethune, which goes back to the board and what it is willing to do. She said there is money in the budget for a reading specialist for Bethune, but the board does not know why the reading specialist has not been hired. She said there is also an incentive program at Bethune for those teachers who commit to Bethune for three years, but she believes the board has been negligent in its due diligence to ensure that some of the hard issues are addressed, i.e. how did Bethune get into the position it is in, which goes back to the intellectual capacity. Ms. Priest said there are 13 elementary schools that feed into Bethune and the board needs to be concerned about what happened to these students up to 5th grade before going to Bethune. She said she believes the board needs to address the fact that Caddo Parish does not have any sacred cows, and to look at the hard issues, i.e. district lines and schools' feeding patterns, staffing, personnel that do not steer teachers away from our low-performing schools, etc.

Mr. Rachal stated his appreciation for Superintendent's Pastorek visit and since we hold our teachers and students accountable, the board needs to be accountable. He asked about the needs analysis referenced in Mr. Pastorek's comments and that he is very interested in knowing what we really need. He said he also believes the board would appreciate the opportunity to look at these needs' analyses and together with the state, put together a plan of action. Mr. Rachal stated there is no doubt the community will support our children and despite the struggles, he feels disciplined in a good way today, and admires him for telling the board what it needed to hear. He said he is the type to bear up under the challenge and he, and he believes the board, is ready to take the challenge. He added he looks forward to his comments as a result of the needs analysis and to his working with the district through this situation.

Mr. Guin reiterated the previous board members' comments regarding Mr. Pastorek's visit to Caddo. He said in response to Mr. Pastorek's question as to what can the board say to prove its commitment, he believes the board's voting record and history reflects what we have been willing to do to help turn Bethune around. Mr. Guin said he is concerned about Bethune and agrees with his comments about quality of education and these young people being able to perform, and he believes it's true that we not only need a reading specialist at Bethune, but also at some of the elementary schools feeding Bethune. He said he is also concerned about not only Bethune, but those schools that fall in the 60-65 category because as the bar is raised, we could be looking at more schools than Bethune. He said he believes the board has seen the results in the years past of the reduction in student/teacher ratio, and he knows that this equates to money and in a district the size of Caddo, it can cost millions of dollars. Mr. Guin stated he respects the fact that the superintendent and Mrs. Tyler needed to meet with Mayor Glover, but he hates they did not hear the presentation on the 06-07 financial audit and the fact that the new accounting requirement for a district the size of Caddo could be in the hundreds of millions of dollars into a reserve account for insurance purposes. He said he believes we could solve the problem at

Bethune tomorrow and not worry about the state taking it over by shutting it down and redistributing the students to other schools. However, he knows this is not correcting the problem, but by making Bethune a Choice School and allowing the parents of the students in Bethune to send their children all over the parish, you are taking them out of the classroom at that school and sending them to schools with students that are scoring higher, and consequently, losing track of them. He added he is not saying that is what we should do, but he believes that is what we are doing, putting a bandaid on it, when we take these students out of the community and send them all over the parish. He said he also believes this creates even bigger problems because the school board has a responsibility and he doesn't deny it at all. He said he believes the board has proven this in the past and he knows the staff has worked hard. However, even though he agrees with the superintendent's comments that there are good teachers at Bethune who are trying to roll a rock up a mountain, he knows when you begin taking the students in that community out of that community and letting them go elsewhere, you are taking the best of a bad situation and moving them and leaving the core in a situation where there is no help from within. He asked Mr. Pastorek to take some of the things the board has shared with him back to BESE and ask them to realize what they are doing to these communities when they allow people to flee a problem. Mr. Guin again stated his appreciation for the things Mr. Pastorek said to the board and that in all honesty he was not happy about what he heard, but he understands there is nothing that he said that wasn't true. He agreed these things need to be put on the front burner and monitored monthly, but he doesn't want us to lose site of the fact that this is not the only problem area; and it is not going to change if we don't prioritize public education in state funding, because in his opinion vouchers and privatization in the state will lead to the end of public education. Mr. Guin appreciates his passion for public education and he believes we can learn a lot from Bethune; but he doesn't believe the state can do a better job of turning Bethune around than the local district.

Ms. Phelps asked Mr. Pastorek about the timeline for making a decision? Mr. Pastorek stated he will receive additional reports possibly later next week and a decision will be made in the department between now and then and a recommendation made to BESE on February 20th. He said at that time, the board will either table it, approve it or deny it. Mr. Pastorek also clarified that this is not coming out of the blue, but these discussions began with the Board of Elementary and Secondary Education last November and as a consequence of that discussion, they have had meetings with the superintendents in the six districts being affected. He said they again presented to the board in December and January and will do so again in February. Ms. Phelps asked for clarity in the superintendent's statement to make a recommendation to the board, is that the BESE Board? Mr. Pastorek responded that is correct, and this will be done in the next two weeks. Ms. Phelps asked what will happen beyond that? He said they can make the decision or delay it. Ms. Phelps asked if the School Performance Score will be raised anytime soon? Mr. Pastorek responded it is not scheduled to at this time. Mr. Pastorek further explained that several years ago it was at 40, it was moved to 60 approximately three or four years ago, and Caddo had several schools that were doing good, but did go below the bar. He said there is no plan to move 60 because if you look at 70 and below, there are approximately 300 schools that fall in that category out of 1400-1500, and he doesn't feel like taking over 300 schools. He also added it doesn't mean 60 is the right answer. Ms. Phelps asked if when providing the state department consultants to our schools, what accountability is required from the consultants? Are they only providing the consulting service and reporting back to the state or is there any kind of accountability in how they can help the schools? Mr. Pastorek explained that the engagement with the consultants at this time is they went in, they did an evaluation, they offered a corrective action plan, and they are offering an implementation plan. However, they are not contracted by the state to implement the plan, so one of the things that could be done is to take the document, hand it to Caddo and say we are not going to place the school in the Recovery District, and to instruct the district to work on improving it; and he believes we are already in Bethune through the State's summit school program and the state department will continue to be in the schools. He also said he is prepared to work with the district, regardless of the Board's decision, to move forward and support change in the school and is asking for additional monies from the state particularly for these schools. He added also if it is not placed in the Recovery School District, he hopes to continue the activity we currently have, he hopes to get additional resources, and he hopes to provide support and technical assistance in a deeper way than has been provided so far. Mr. Pastorek reported the state is hiring some of the world's renowned specialists in reading to help design a system at the state level so we can hand the districts a formula for what should be done in a situation like this. With this plan coming in the next four months, it would be another tool the district could use. On the other hand, if the school is placed in the Recovery School

District, we will not put a bubble over Bethune and not let anyone from the community be a part of it, but what it means in such a case is the state will make sure that certain things are done, that resources are put where they believe they should be put. He said the board has picked up on his original point very clearly and that there are many schools that feed this school; and before the next couple of weeks are behind him, he will be finding out which schools are providing which students to this school and which schools are doing the job or not. Mr. Pastorek shared with the board this is his fourth school board meeting and they all felt the same about him coming to them and he spent two hours answering their questions. While he doesn't relish the idea that he has come in and disciplined the boards, but he did mean to raise the agenda item to the board's attention; and if that happens, and nothing else, he feels as if he has accomplished getting the board's and the community's undivided attention. He said he believes the state department should be coming to the boards more frequently and telling the boards these kind of things rather than waiting until crisis situations. He said he too feels disciplined in a way when he has gone to these boards on what appears the eve of a very difficult situation which he takes the blame and responsibility for. He said he appreciates the attention and comments of the board to this matter.

Ms. Phelps asked for clarification in the comment that the state will still collaborate with the district if the school is placed in the Recovery School District, and she is asking for this so that the media can get it correct, and if it still includes the directors being responsible in those schools. Mr. Pastorek said it's all the staff and that this doesn't mean there is a whole army marching in to take over the school, but it means that help is coming.

Mrs. Crawley stated she hopes Mr. Pastorek will provide Caddo with a plan as she believes the board has been naïve by sitting back and very trusting of staff, and she is a reading specialist, and knows the frustration. She said she realized that 25-27 in a kindergarten class would not work and she led the move to get the number in these classes lowered despite the fear that if we did this it would bankrupt the district, and she believes this has been a great help. Mrs. Crawley again asked the state superintendent to give the district a plan and asked the board to be more diligent in its duties. She said she is trying to decide what it is that the superintendent is telling the board relative to our accountability, where are we falling short in our plan and that the superintendent mentioned the fidelity of our plan, and does that mean staff and the board should be holding staff accountable. Mr. Pastorek said he will not pinpoint, but will wait until he gets the report and then the board can draw its own conclusion. Mrs. Crawley said that is why she is asking for a plan the board can look at. She said the board is in the process of looking for a superintendent and that is a major issue here, and she said the board looked at groups like JBHM and determined they were going into the school systems and hiring the reading specialists away, hiring the best principals and teachers, and then they could contract on a for profit situation whereas the school system is not hiring specialists for profit. So she believes to get organizations such as this, you really do undercut education. She added that in looking at the accountability program, she asked if Mr. Pastorek sees problems in our accountability program and what he believes should change? Mr. Pastorek responded he does believe there are weaknesses in the program, first of all it is very complex, it's hard to understand, there are some inconsistencies in the way we hold alternative schools accountable which is difficult to rationalize, etc. He suggested, based on issues raised by board members, that there is a need to have a conversation between the state department and staff to draw out some of the challenges the districts are facing. He knows there are many and he does understand, but suggested if there is a group interested in addressing some of the challenges (i.e. accountability, Choice, etc.), he is more than happy to do so. He explained there are reasons for the way things are set up and done, but he is not saying there isn't a need to look at changing it and still allow the districts to do the job they need to do.

Mr. Ramsey stated that in talking about the needs assessment and that it will be concluded in the next couple of weeks and he hears the comments about putting resources where they need to be, but believes the best comment he heard is we do have good people in place. He added that maybe where we missed the boat was in facing a problem everyday and trying to reach the children, we have done the same thing over and over. Thus, it is good to have someone from the outside come in and make an assessment. He asked if the superintendent has a team of contract people to come into the school to do an assessment, look at the leadership, and give them direction on what needs to be done, which he believes is the type stimulus needed to move this school forward, which he welcomes anyone coming in and helping us do so. Mr. Ramsey said he is interested in seeing the conclusion that is to be drawn over the next couple of weeks based on the information received in these assessments, and that what happens at Bethune affects all

our schools. He assured his cooperation in working with the state superintendent and BESE, but asked that the state keep Caddo in the loop, because he hates to see an outside group take over and establish a charter school. He has confidence in the educators in our school system and believes it could just be a matter of taking a closer look at what we can do to help not only Bethune, but all our schools.

Mrs. Bell also asked the state superintendent to look at changing the testing dates later in the year. Mr. Pastorek stated they are very concerned about the test date, and there isn't anything that can be done about it this year; however, last year, he was asked to commit to look at pushing the testing date back and the state is looking at some options, but is not there yet.

Mr. Burton expressed his appreciation to the superintendent for sharing with the board today. Mr. Pastorek closed by offering his apologies for having hired Mrs. Tyler.

POLL AUDIENCE

The president announced that he will now allow those wishing to speak on Bethune to make their comments and each one will have three minutes.

Mariah Underwood stated her concern for not only Bethune, but all schools they have been in contact with. She said she believes all we need to do is work as a team to do what needs to be done to help all our schools. She said the PTA is very interested in and available to work together with the school district.

Patrick Williams commended the State Superintendent for appearing before the board today to inform us of the problem not only in Caddo Parish but the state. He said he believes the battleground that needs to be addressed head on is in our feeder schools and our busing system. He said if we can take Valencia and make into a magnet school, Eden Gardens and make it a magnet school, Claiborne and make it a magnet school, why can't we take Bethune and turn it into a magnet school or a vanguard academy. He added there is not only a need for a reading specialist, we also need social workers, because things are not the same as they once were. He said there is a need for a vision for our schools and if there might be a statewide low performing task force that is able to give suggestions to help improve the quality of education. Mr. Williams said we must not let our past upset our future, and asked that we give this young dynamic principal an opportunity to implement the plan. He asked the board to work together with the community and the state to assist and provide the necessary resources needed to make Bethune one of the best schools in the nation. He spoke in opposition to a charter school for our district.

Scott Hughes, Alliance for Education, said they have shared their position with the state and he is here to share their position with the Caddo School Board before they present it to BESE. Mr. Hughes said they believe helping to improve our public schools is a huge task that extends beyond the four walls of the school building and that school improvement takes dedicated educators, committed community partners, and parents who have the will to get involved and change the culture of a failing school. Mr. Hughes said with Bethune having been identified as academically unacceptable and now being considered for takeover, this takeover is coming even as these elements have all been put in place – community partners are there, the district has put in a separate 6th grade academy with a great plan, and the students in the neighborhood are now beginning to reconnect to the school after years and the success is beginning to show up. He said the Alliance believes Bethune needs more time to complete the reform process and it seems odd that all this talk comes after the hard work appears to be paying off and just weeks before a critical testing cycle which risks huge negative impacts on students, teachers and community morale. Mr. Hughes said the state itself mandated many of these impacts and changes which Caddo made in a timely manner and the three-year time table is showing consistent success since implementation. He said he believes while Bethune has a way to go, it is headed in the right direction and there is no guarantee that this change in midstream will improve the process, and the plan needs the chance to run its course. Mr. Hughes shared with the board three options: (1) do no harm and give Bethune the time to complete the plan that BESE required in the first place, (2) place Bethune in the Recovery School District but allow Caddo to remain operator of the school as long as the school continues to show success, and (3) look at a community partner that supports Options 1 and 2, and that the Alliance desires to be that partner.

Dr. Phillip Rozeman shared with the board that we all want the same thing and that is to give every child a chance to have a good education. He said that is the reason the local school board exists, the department of education exists and the Alliance for Education exists. On a personal level, Dr. Rozeman shared that his son will graduate from Magnet High this year and he is thankful for the education he got in this system despite being in a bad school his first three years in school, because at the end of the third grade, he was reading on a first grade level. He explained that when he was moved to a good school, he was reading on fourth grade level after one nine-week period. Dr. Rozeman noted he personally has seen the difference between a bad/poor school and a good school, and referenced the State Superintendent's comments about Pine Grove Elementary School and challenged the members of the board to visit this school. He said there are many lessons to learn from what Pine Grove is doing and how this school has been turned around, one of which is devoting the first 90 minutes of the school day to reading without any interruptions for every child in the school. Dr. Rozeman said he believes Mr. Pastorek talked about two things today – focus and fidelity, and he wishes to add a third item – place Urban School Reform on the agenda each month and talk about it.

Dr. Perry Daniel, principal at Bethune Middle School, addressed the board on what is happening at Bethune, and while there have been some deficits identified, the school is making gains. He shared with the board three words that are very serious to those at Bethune and they are courage, conviction and commitment. He stated the staff has the courage to be at Bethune because there are a lot of people who would not be comfortable coming to Bethune, they believe they have a calling to be there, and the administrators and teachers at Bethune are committed to the students, which he asked that everyone take this into consideration when looking at Bethune's future. He said is not going to run away from the problem and he believes with the board's same commitment to Bethune, as it has with the other schools, Bethune will turnaround. He also noted board members must realize the same rules that apply to Youree Drive cannot work at Bethune, and it's important that the district step up to the plate and provide what is needed to make it work. Dr. Daniel added that in doing so it will mean some difficult conversations and being held accountable, but he is willing to do what needs to be done to make it happen.

Recess. The president called for a 10 minute recess at 7:35 p.m. and the board reconvened in open session at approximately 7:50 p.m.

EXECUTIVE COMMITTEE – ESTABLISH THE AGENDA FOR THE FEBRUARY 19, 2008 CPSB MEETING

Mrs. Gunn highlighted the proposed agenda items for the February 19, 2008 Caddo Parish School Board meeting and the following discussion ensued.

ADDITIONS

Ms. Priest requested that an item be added titled “Assistant Superintendent of Support Services”.

Ms. Priest also announced that the Louisiana School Boards Association will hold its annual convention in Shreveport on February 28-March 1st. She stated there is a resolution being presented, Resolution No. 7, that she believes should concern LSBA members as it will be brought before the body even though the Resolution Committee has found it unfavorable. Ms. Priest further explained this resolution, being brought by the Assumption Parish School Board, proposes that all future LSBA conventions and conferences are held in Baton Rouge. She said the rationale provided is because this is where the Legislature meets; however, the fallacy is the LSBA convention is not held when the Legislature is in session and if it is a special session, it is only to address specific issues. As this decision affects our economy, Ms. Priest stated the need for the board to be involved and to vote against passage of this resolution. Ms. Priest asked that an item be placed on the agenda for the February 19th meeting in opposition of Resolution 7.

Mr. Burton added that he has worked with the organization since 1994 and this same idea came up in 2003, so it is important that this board work against this happening.

Ms. Bell asked when the vote on this resolution will take place and Mr. Burton answered on Saturday (March 1st). Ms. Bell asked if the school board votes or do the individual board members vote? Mr. Burton said the delegates vote. Ms. Bell asked what can individual board members do to campaign against the passage of this resolution? Ms. Priest said if the board

passes this resolution, it, along with letters, can be sent to other districts asking them not to vote for this resolution. Mr. Burton explained that, for example, he personally knows some of the other school board presidents, so he will be making personal phone calls to them. He added that it will also be important to send letters to our councilmen, parish commissioners, et.al, about this resolution and how it will affect our economy which will be a concern to them also. Ms. Priest said all the parishes in North Louisiana should unite in this effort to defeat this resolution. Mrs. Armstrong indicated it is also important that board members are present to vote on Saturday, because we have 12 votes that can be cast in opposition to this resolution.

Mr. Ramsey stated he will be bringing a motion to begin the process of “Televising CPSB Meetings”, and will have information, rationale and cost, included in the mailout.

Mr. Rachal added “Additional Enrichment Teachers and Counselors in Elementary Schools that Have Enrollments of 700 and Above.”

Ms. Priest announced receipt of Congressman McCrery’ Federal Appropriations Requests for Fiscal Year 2009 and that he is asking for funding for Louisiana Projects. She asked that staff respond by the deadline of February 22 as to any special projects the district might need or qualify for additional funding.

Vivian Armory Adult Education. Mr. Abrams explained there is a need to change some of the indemnity language in this \$0 contract since the Town of Vivian will be using one of the rooms at certain times. He further stated the revisions will not be major and will be sent to the board prior to the meeting.

Revisions to CPSB Policies GCO and GCO/GCCA Professional Staff Promotions and Procedures. Ms. Phelps reminded the board there was a part 2 to the recommendations brought forth in the board’s action regarding separating items and staff and legal counsel were working on some changes. She stated she believed she remembered that one of the main things the board wanted was the one week in advance and in looking on page 1, she sees this being deleted and she would like this to remain the same. She said she does not remember the board ever getting any of the information listed (Items 1-4), and she would like to see how the applicants were scored, and how the applicants have distinguished themselves in the position held at the time of seeking a promotion. Ms. Priest also asked about the deletion of the statement that it is not necessary for coaches to complete the promotion procedure in order to be appointed as head coach and asked how are they currently being promoted? Dr. Mary Nash Robinson explained that when a vacancy occurs for a head coach, it is posted, applications are received by the Human Resources Department (Certified), the applications are listed and the applicant file forwarded to the principal so the principal, along with the interview team (usually the P.E. Supervisor, the principal, assistant principal and possibly one additional person from the staff), can conduct the screenings. Following the screenings, interviews are conducted on the school campus, a recommendation is brought forward to the HR Department, and the HR Department makes certain the process was conducted in a fair and equitable manner before forwarding the recommendation to the superintendent who presents it to the board. Ms. Phelps asked if they are not, at this time, showing how they may have distinguished themselves in their position? Dr. Robinson responded they do as they have to turn in a letter of interest, and a resume which includes those things you just cited. Ms. Phelps again asked in the past what was the promotion procedure? If they just turn in a resume, there may not be any evidence of how their past experience warrants them being promotion, is that correct? Dr. Robinson responded there may not be evidence listed on the resume, however, if not, there are references listed and the principal, the Physical Education Supervisor and school director make contact with these references. Ms. Phelps stated the fact that the evidence is listed is the part she is most interested in, and added that this has been discussed before in that we have had a number of persons who feel as if they have been overlooked and we do want to make sure everyone has a fair chance. She asked that the evidence be listed somewhere. Ms. Phelps also asked about internships and the ranking of applicants and that she asked that the internships not be used as a ranking, but basically mandatory from persons, new teachers seeking administrative positions, because she feels the internship is needed when one is coming from the classroom with no experience or training in the promotion process in Caddo. Also on Page 2 of 6, Ms. Phelps asked about the deletion of the two references from immediate supervisors and she would like to see why this recommendation and why at least one reference is not from the current supervisor. Dr. Robinson explained that the references may not be written, but the contacts are made to the persons who

serve as the immediate supervisor. Ms. Phelps said she would like to see this stay, where it is written, because she believes if it is not, it presents problems. Also on page 2 of 6, No. 1, third paragraph, where it states that applicants shall submit to the assistant superintendent of human resources any other supporting data on each applicant, Ms. Phelps asked why it is recommended to delete the remainder of that sentence as it relates to the Check List of Credentials? Dr. Robinson said they sincerely believe that the information provided includes the information the board needs. Ms Phelps asked how, if you do not prepare a List of Credentials, will the committee know what to use? Dr. Robinson responded they use the resume, which we require it to include the credentials; and in any instances where the credentials are state certified, they are pulled up in the state data base, and if they are outside the district, they are asked to include those in their packet. Ms. Phelps said again her point is what is being used as they are being rated, and she will get with staff to discuss this further.

Ms. Phelps also stated that No. 2 is being deleted and asked if this section is being replaced with the Interview Screening Committee? Dr. Robinson said that is correct as we have not had an interview committee at least for as long as she has been back in HR since 2003. She said in the past there was an Interview I Committee and an Interview II Committee, but they no longer exist. This is updating the policy to be in line with what is being done. Ms. Phelps added she believes we need a lot more accountability than what we are doing which is the reason for bringing this forth. Ms. Phelps again asked if the Interview Screening Committee will not be the Interview Committee? Dr. Robinson explained the Interview Screening Committee is usually the Interview Committee. On page 3 of 6, the last paragraph, Ms. Phelps asked about each member of the committee evaluating the applicant's file, as she is concerned how we are getting the top candidates and how many?

Mr. Burton added the RFP for Superintendent Recruitment Services to the agenda. Mr. Rachal stated that if the RFPs are opened that morning, he would like for board members to have access to them prior to the meeting and hopefully vote on it at the meeting. Jeff Hudson announced they are scheduled to open at 10:30 and approximately one hour later, the information would be available for board members to pick up.

Mr. Burton added an item to the agenda on the Update on Bethune and Other High Priority Schools. Staff asked, for clarification, if the board is wanting these updates to include the additional programs and personnel in place at each of the high priority schools, the school performance scores, the pupil teacher ratio, vacancies, what the school doesn't have that they have asked for. Mrs. Crawford said she would like to know if Edusoft is providing the service we are paying for and giving us the needed information on these schools so necessary changes can be made. Mrs. Crawley said she would like to know needed support that may not have materialized and what efforts have been made to reach it, and what do they need from the board to help them. Mr. Guin also asked that maybe this agenda item be placed first on the action items.

Mrs. Bell asked that the Odyssey Wellness Program be placed back on the agenda for February 19th. She said if this program is not costing the district anything, we need to look at anything that helps keep our children healthy. Mrs. Crawley stated she had concerns about this program last time it was on the agenda and she is still wanting additional information and confirmation that this organization can do the job.

Mrs. Bell also shared with the board a proposal for non-degree substitute teachers to make \$55 a day, two-year degree substitutes to make \$60 a day, four-year degree substitutes to make \$75 a day, long-term substitutes (after 10 days) to make \$100 a day. She shared with the board what surrounding parishes are paying their substitutes and that in order for Caddo to be competitive we need to consider paying these substitutes more so we can attract the best to fill in for our teachers. Regarding In School Suspension teachers, she would like to ask the board to consider increasing the pay to \$60 for a two-year degree persons, and \$65 for four-year degree persons. Mr. Ramsey asked that staff also gather data on what Bossier and DeSoto Parishes pay their substitute teachers. He said from a competitive standpoint, this is something that definitely needs looking into and from a business standpoint, he believes we need to look at whether or not we are having problems placing subs in the school. He noted that he understands we have problems placing ISS personnel and that we may need to look at what other districts (Bossier and DeSoto) are paying their ISS employees. Mrs. Crawford announced in answer to one of the questions about the cost for the increase for substitute teachers, it is \$625,000.

CONFIRM THE AGENDA AND CONSENT AGENDA

Mr. Burton recommended items 9-16 as the consent agenda. *Ms. Priest moved, seconded by Mrs. Crawford, to approve the proposed agenda and consent agenda for the February 19, 2008 CPSB meeting as presented. Vote on the motion carried unanimously.*

Mr. Ramsey asked that the executive committee recess this meeting and allow the special session to take place and address the personnel issues since the executive committee meeting could continue a while longer.

Recess. *Mrs. Crawford moved, seconded by Ms. Priest, to call for a recess. Vote on the motion to recess carried unanimously and the executive committee recessed at approximately 8:04 p.m. The executive committee meeting reconvened at approximately 8:18 p.m.*

Assistant Superintendent of Support Services. Mrs. Gunn read a letter of retirement from Mr. Rodney Watson, assistant superintendent of support services, effective Friday, February 29, 2008 and that his last day on site will be Friday, February 8, 2008. She announced that Mr. Watson has accepted a position with the Louisiana State Department of Education in Baton Rouge. Mr. Burton said Superintendent Gunn will be bringing recommendations to the board on structures that will allow the Support Services Division to continue to operate and effectively conduct the business of the Caddo Parish School Board.

Additional Legal Services Providers. Ms. Priest apologized for being absent due to illness at the last meeting, and that her intention was to recommend two additional local professional law firms be added to our list of legal services providers.

Mrs. Armstrong noted that she has expressed her concern several times relative to the district's legal fees and how they have increased extremely out of realm since we have changed to use a multiple list of attorneys. She said she hopes we can keep this in perspective when spending as much as we are on legal fees, as she said there is a lot of money going out the window for attorney fees that should be used in the classrooms on our children. Mrs. Armstrong asked legal counsel if we are in a position to add other attorneys to the list since the board has already acted on the original list of attorneys. Mr. Abrams said yes the board can vote to add lawyers at any time it wants to as this has been done in the past at times when a firm changes and we have added additional lawyers when lawyers have moved around and the board voted to add them to the list. Again, Mrs. Armstrong expressed her displeasure at the fact that we are spending such excessive sums of money on legal fees, and realizing that several years ago there was a great backlog when we went to the new system, she doesn't believe they should be as excessive as they are today. Mr. Abrams responded that the lawyers are in no way throwing fees out the window nor are they not performing the services, as these lawyers are performing quality services. Mrs. Armstrong stated she did not mean her comments in a despairing way. Mr. Abrams stated that when this new legal format was approved by the board in 2002-03, there was one law firm providing the services for the district and it was in no way adequate and currently, the district has attorneys available, they always respond and they do a good job for the district. Mr. Abrams said he reviews every bill every month and if there is anything out of line, he takes care of it. Mrs. Armstrong said she understands, but she is extremely concerned about the money we spend on legal fees.

Mrs. Hardy and Mrs. May left the meeting at approximately 8:30 p.m.

Mr. Ramsey asked if it is possible to add too many attorneys, because he doesn't wish to continue adding attorneys to the point where the good performance we have with the legal providers is pressured to spread it out even more. He asked if this could impact the existing relationship with the legal firms in place? Mr. Abrams said he has had several attorneys express their concern over continuing to add additional lawyers as they have not been receiving a lot of work. However, he doesn't believe at this point in time the fees will go up because you add additional attorneys, but he does believe that some of the larger firms will get less work as a result of adding additional law firms. Mr. Abrams said while it could be true that those currently used by the district may get less work as additional attorneys are added to the list, he doesn't believe it means that those lawyers will not continue to work hard and will do so based on what is submitted to them. Mr. Ramsey said we still need to be aware of those feelings and that it

could get to a point where we have to cut some of them; and he, at this time, doesn't feel strongly either way, but following today's comments will think about it. Mr. Abrams said, regarding the quality of service, because these attorneys do get work, the tendency is if you do work for a client and the client believes in you, then you do the work on priority basis and on a timely basis. Mr. Abrams said he has not had anyone tell him that a lawyer has not been responsive to them and if they have, it could have been because the attorney was extremely busy.

Mr. Rachal asked for additional information from the staff on the cost in raising the substitute teacher pay in accordance with the proposal submitted. He also asked for a report on the success record with our litigation, and during those times there have been additional costs (awards), what they may have been. Mr. Abrams said he does not have any historical data on judgments collected against the school board since this method has been in place, but noted that judgments since this system was implemented include the magnet school admission process which was approximately \$8500 which we handled, and the child who was stuck by a pencil above the eye for approximately \$20,000. He also said regarding Pine Grove, the attorneys collected over \$1 million when the bonding company went out of business in order to tear down the new wing at Pine Grove and rebuild it, and this was the result of a good lawyer to get money out of other companies when it normally would come from the bonding company who in this case went out of business.

Ms. Priest said that with the repeated statements regarding the number of dollars we are spending, and because the dollars spent are driven by the cases brought forth, these are key issues that need to be looked at; because when we don't have cases, there is not a need for an attorney, but when the need arises, she believes we should have that pool of professional, competent attorneys available to assist us. Mr. Abrams also said the board should be aware that other than cases, administration contacts these attorneys on a daily basis to deal with specific matters and make certain we do not end up in litigation which is one of the most important things an attorney does in counseling a client. He also noted the extraordinary number of tenure hearings the school board has been involved in.

Mrs. Crawley asked about the rationale to add additional providers and if it is because they have the expertise that is lacking in our other attorneys? Ms. Priest said first and foremost, she had planned on doing this at the last meeting, but she was not present due to illness and the two law groups did submit and respond to the RFP; and while their areas of expertise are the same as others, they also have expertise in governmental areas. Mr. Abrams said we are not lacking in any area, but did say that Mr. Malone does have a lot more employment experience. He added the only area he has any concern is the area of special education and he is attempting to groom some lawyers to do this. Malone and Lafitte do not have this experience.

Mrs. Armstrong asked Mr. Abrams if special education is an area of expertise of the law firm Hammonds and Sills? Mr. Abrams responded it is. Mrs. Armstrong asked if we are using them in any of our special education cases? Mr. Abrams said they are not an approved firm by the board. Mrs. Armstrong stated the board just approved them, and Mr. Abrams said that is not correct. For clarification, Mrs. Armstrong asked if they were not on the list approved by the board. Mr. Abrams said they were not, that they were on the list of those firms who applied, but they were not on the list of firms the board approved. Mrs. Armstrong stated she needs a list of what the board approved, because on the list she had, Hammonds and Sills was listed. Mr. Abrams explained there was a motion made, and the motion includes those firms approved. Mrs. Armstrong stated they are the top law firm in the state relative to school business and they also represent LSBA. Ms. Priest stated that she believes now is the time that this firm could also be added to the list of legal services providers.

Mrs. Bell also asked if the district has officially changed the name of the 6th Grade Academy at Bethune Middle School? Mrs. Gunn said it has not come to the board for an official name change, but staff has shortened it to 6th Grade Academy. Mrs. Bell said she believes this is being drawn in with the Bethune Middle School and presenting confusion and problems. Mr. Burton reminded Mrs. Bell that there is a procedure to follow in naming the school facilities and Mrs. Bell responded she is only asking staff to proceed in gathering the necessary information.

2008-09 School Calendar. Mrs. Bell stated that with this item being on the February 19th agenda, she will be proposing that the board adopt the calendar which starts August 18th.

Mr. Ramsey said with all the discussion on the calendar, he believes the more days of instruction before testing is good. He also stated that when looking at the later start date, he believes this will put us at a disadvantage when recruiting employees and he wants to break the semester before Christmas and not after. Mr. Ramsey said he has learned in his district that breaking the calendar at Christmas allows necessary time to prepare schedules over the holidays and be ready for the beginning of the second semester after Christmas. Otherwise, the students come back and must review before testing, and there is then a shorter timeframe for getting the schedules in place for the second semester. With these things in mind, he cannot support a calendar that breaks after the Christmas holidays. He added he knows it is hot in August, but in looking at the difference in the dates and Bossier starting August 6th, he is not seeing the benefits we are gaining by starting August 18th. He said he also believes we should attempt to have a schedule as close as possible to that of our neighboring parishes since we have employees that cross over the parish lines. Mr. Ramsey said he is asking the board to consider these things before approving a school calendar.

Mr. Rachal asked Mr. Thomas for his opinion on what he believes is the best course of action in ending the first semester before or after Christmas. Mr. Thomas responded that in looking at it from the high school, it works best to end the semester before Christmas. He said we have a semester based credit award program whereby the students receive semester grades and the more consecutive days you have before tests, the better the results, and this has been the experience the past three or four years that we have been breaking before Christmas. Mr. Rachal asked if he understand students could be taking semester exams that count up to 20% of their grade? Mr. Thomas responded that is correct, from 10-20% of their final grade. Mr. Rachal asked if he believe it causes harm to the students by waiting until after Christmas? Mr. Thomas responded the teachers believe it's the better way to test the students, and also, as we move into January, it pushes back the ending time of school, and the record will reflect if you end school after Memorial Day, fewer students return after Memorial Day. Mr. Thomas added he believes students benefit more when there are more instructional days prior to testing. Mr. Rachal asked the superintendent if we have trouble getting summer school teachers to work half days? Mrs. Gunn said we have had difficulty in getting math teachers, particularly at the middle school level. She said teachers working in the summer typically do like working the shorter days and is why they opt to teach summer school. Mr. Rachal asked the superintendent if staff will have difficulty staffing the classes appropriately with the longer summer school days? Mrs. Gunn said it is different this year in that we have the new fee program for grades 5-7 and we do not know how many people will opt for this which will be an addition to the number of teachers than what we had for remediation in the high schools, so we will have to do some recruiting. Mr. Rachal indicated he has concerns about starting on the 18th and in the area he represents, concerns have been expressed to him about ending the first semester after Christmas. He added that he is seeing more negative impacts rather than positive by shifting the start date by five days and ending the first semester after Christmas.

Mrs. Bell asked Mr. Thomas how many high schools are there in the system? With alternative schools, Mr. Thomas said there are 13. Mrs. Bell asked how many elementary schools are there in the system? She said we are a system of all schools and not just to accommodate high schools. She also asked about high schools paying for summer school? Mr. Thomas said there is a fee site and there are two sessions, one at the same time the regular summer remediation and the second session begins right after the fourth of July. Mrs. Bell said in looking at all students, ending of the first semester only changed four years ago, and she worked 34 years as an educator and taking the test after the Christmas break gives the teacher the time to review with the students after Christmas is behind them, before testing. She said we need to consider the student first and the employees next, so she supports starting the 18th. Also, when it is said it is hard to find teachers, she wishes a lot of teachers would stop calling her wanting summer work.

Superintendent's Report. Mrs. Crawford asked that staff look into calls she has received regarding students at A.C. Steere not having textbooks. Mrs. Crawford also asked for an update on the slippery concrete at Riverside Elementary.

POLL AUDIENCE

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, brought to the board's attention that in addressing the substitutes one of the biggest reasons it's difficult to get them is the time that the district is paying them, once per month, and sometimes when they

begin working for Caddo, it may be six weeks to two months before they are paid. She asked the board to consider changing and incorporating the times (twice a month) to be paid for the substitutes as well. Mrs. Lansdale also stated her agreement with Mrs. Bell's comments about the calendar.

Adjournment. *Mrs. Crawford moved, seconded by Ms. Priest, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 9:08 p.m.*

February 19, 2008

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, February 19, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Phillip Guin, Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps (arrived at approximately 4:45 p.m.), Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Interim Superintendent Wanda Gunn and Legal Counsel Reginald Abrams. Mrs. May led the prayer and the Pledge of Allegiance.

Mrs. Hardy expressed congratulations and accolades to Linda Henderson, principal at Pine Grove Elementary School, and to the dedicated staff at Pine Grove for their hard work in making Pine Grove a success for the boys and girls attending Pine Grove. She encouraged them to continue in their hard work.

CONSIDERATION OF MINUTES OF THE JANUARY 22, 2008, JANUARY 24, 2008, JANUARY 29, 2008, FEBRUARY 5, 2008 CPSB MEETINGS AND CORRECTION TO THE CPSB MINUTES OF JUNE 27, 2006

Mr. Guin moved, seconded by Mrs. Crawley to approve the minutes of the January 22, 2008, January 24, 2008, January 29, 2008, February 5, 2008 CPSB Meetings and correction to CPSB minutes of June 27, 2006 as submitted in the mailout. Vote on the motion carried unanimously.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Mr. Burton announced Items 9 B-C, 10, 12-17 and 23 as the consent agenda. Mr. Burton also announced that Item 18 "Revisions to CPSB Policies GCO and GCO/GCCA Professional Staff Promotions and Procedures", Item 20 "Possible Raise for Sub Teachers and ISS Employees", and Item 25 "Additional Enrichment Teachers and Counselors for Elementary Schools with Enrollment Greater than 700" are postponed.

SPECIAL PRESENTATIONS/RECOGNITIONS

Burnadine Moss Anderson, executive assistant to the superintendent/communications, on behalf of the CPSB and staff, made the following special recognitions. The president and superintendent greeted and presented the honoree with a certificate/award. Administrators, families and friends present were also recognized.

Presidential Scholars. The following students were recognized as candidates for the Presidential Scholars Program having been chosen for their accomplishments in areas of academic and artistic success, leadership and involvement in school and in the community: John Burford, Insun Chong, Brittney Ellzey, Parker Leeth, Eszter Szentirmai, Peter Zhang and Niharika Jain. All candidates are students at Caddo Parish Magnet High School. Mary Rounds is the principal.

Intel Science Talent Search Semifinalists. Niharika Jain and Alexander Mijalis were recognized as semifinalists in the Intel Science Talent Search Program, often referred to as the "junior Nobel Prize". The students attend Caddo Parish Magnet High School. Mrs. Anderson announced that each semifinalist will receive \$1,000 in recognition of their scientific achievements, and Caddo Parish Magnet High will also receive \$1,000 per semifinalist to support its science and math programs.

Junior Science & Humanities Symposium Program. Alexander Mijalis, Niharika Jain and Randall White were recognized for placing 1st, 2nd and 4th place at the Louisiana Junior Science and Humanities Symposium. Alexander and Niharika will receive \$2000 and \$1500 respective scholarships and will also compete at the National Symposium in Orlando, Florida.

IRA Reading Award. Shreve Island Elementary School was recognized as the 2007-2008 Louisiana Winner of the International Reading Association's Exemplary Reading Program Award. Charles Lowder, principal, and members of the Shreve Island staff were present and were presented a certificate acknowledging this accomplishment.

Certified School Social Work Specialists. The following were recognized for meeting the national standards for higher levels of experience and knowledge and receiving the Certified School Social Work Specialist designation: Dorothy Armand, Monique Brierre Aziz, Kathryn Chance, Kathleen Cush, Shirley Enani, Bonita Hearne, Abigail Wright Jefferson, Carolyn McNeese, Mary Pannell, Hazel Richard, Patricia Montgomery Russ, Doris Schuldt, Eleanor Shuping, Billie Jean Slaughter, Mary Beth Stage, Joe Tatum, and Angellun Wilder. Each specialist will also receive \$1,000 for this earned designation. Nadalie Thomas, special education director, was also recognized.

National Board Certified Teachers. The following teachers were recognized for achieving National Board Certification: Kimberly Adkins (Arthur Circle), Lanena Emanuel (Bethune), Bert Algood (Byrd), Andrea Bryant (Byrd), Nancy Yoder (Byrd), Teresa Jones (Claiborne), Stephanie Morrison (Forest Hill), Vicki Garland (Linwood), Brenda Hammett (North Highlands), Christine Dunklin (Summer Grove), Karan Hall (Summer Grove), Lena Harris (Summer Grove), April Miles (Summer Grove), Megon Smith (Summer Grove), Betty Kadhodai (University), and Deborah Reed (Woodlawn). National Board Certified teachers will also receive a \$1,000 check from the Caddo Parish School Board.

Recess. The board president called for a five-minute recess at approximately 4:54 p.m. and the board reconvened in open session at approximately 4:59 p.m.

VISITORS

Margaret Holt, art teacher at University Elementary, expressed her appreciation to the board for addressing the need for additional enrichment staffing at the schools. She shared with the board how difficult it has been with large enrichment classes and the fact that there are only four enrichment teachers for over 900 students at University. She also thanked Mr. Rachal for holding his community forums.

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, addressed the board on the promise of the new Governor of Louisiana to bring ethics reform to Louisiana. Wanting honesty and integrity in our government, she asked if it is not disconcerting that already teachers and school employees are being targeted, noting passage of the Senate Retirement Committee's Senate Bill 17 which will send a constitutional amendment to the voters allowing the Legislature to enact law requiring the forfeiture of public retirement benefits of any elected official or public employee who has been convicted of a felony associated with their service. She said while they (the Federation) are not advocating for criminals, they are advocating for the bus driver who has a wreck on the way to school and the teacher breaking up a fight who is charged with battery. Mrs. Lansdale noted that it is the Legislature that enacts laws relative to felonies and passes any law naming anything a felony regarding service, and having this amendment in place will affect anything the Legislature enacts in the future. She said retirement benefits for teachers and school employees are earned benefits for the years of public service in which both the employer and employee make contributions. She said these contributions are not voluntary, but is a condition of employment and not something an employee can opt out of. Thus, an employee would lose both the employer contribution and the portion the employee contributed. She said the vast number of employees in Louisiana also do not pay Social Security and if this is forfeited, there is nothing for them to fall back on. Also, the amendment does not take into account that Louisiana is a community property state. Mrs. Lansdale said it doesn't sound very ethical to remove benefits, and what an employee earns and contributes, leaving the employee and their family without support does not sound very ethical, and what about the intended or even unintended consequences and the message it sends to the profession that we ask them to provide quality education in sometimes the most stressful situations imaginable. She asked the board if they feel this reform is really needed as how many teachers and employees do we have that are committing felonies, or is it an attempt to paint public school employees in the worst light possible. She asked the board if this is not what they have in mind in looking at Ethics Reform, she encouraged board members to call senators and ask them to vote no on Senate Bill 17. Also, Mrs. Lansdale referenced the board conversation a couple of weeks ago and its comments regarding Bethune Middle School and the issues relative to Bethune becoming a regular item on the agenda. In sharing this information, Mrs. Lansdale highlighted the following concerns: (1) the number of feeder schools to Bethune and why all of these have students that fit into Bethune and they are low performers, (2) the need for 50 Social Studies textbooks, (3) absenteeism

despite encouraging the students to come to school, (4) guidance and clarification on how students (regular and special ed) who have been suspended can make up work, (5) the clarification of the superintendent's remarks to provide reading interventionists. Regarding the outside firms and the recommendations regarding the removal of employees at Bethune, she reminded the board there is due process, law and policy, regarding the removal of teachers and school employees, and it is the Federation's job to make certain the process due the employees is protected.

Scott Hughes, Alliance for Education, commended the board and staff for the work that took place last week in approximately 48 hours to provide a plan to the state department regarding Bethune. He thanked the board on behalf of the Alliance and the community, for stepping up to help Bethune. Mr. Hughes said he will be attending the BESE meetings on Wednesday and Thursday as BESE addresses Bethune and regardless of the outcome, he wanted to thank the interim superintendent and staff for putting together the information and thanked the board for providing the strong ammunition for them to use in Baton Rouge as they fight for Bethune.

CONFIRM THE CONSENT AGENDA

Ms. Priest moved, seconded by Mr. Rachal, to confirm the consent agenda (Items 9 B-C, 10, 12-17, 23). Vote on the motion carried unanimously. The following is a summary of the board's action on items categorized as the consent agenda:

Agenda Item No. 9 B. and C.

Requests for Leaves. The following requests for leaves were approved as recommended by staff and included in the mailout.

Certified

Leave Without Pay, January 30, 2008 – February 8, 2008

Diane G. Smithson, Teacher, Youree Drive, 6 years

Leave Without Pay, January 22, 2008 – May 23, 2008 (end of school year)

Tiffany B. Goebel, Teacher, North Caddo, 1 year

Leave Without Pay, March 3, 2008 – March 7, 2008

Crystal Toothman, Teacher, Forest Hill, 3 years

Catastrophic Leave, December 6, 2007 – December 21, 2007

Nadia M. Whitaker, Teacher, Alexander, 4 years

Catastrophic Leave, January 24, 2008 – January 30, 2008

Tressia Garner, Teacher, Caddo Middle Career & Technology, 24 years

Correction of Previous Board Approved Leave. The board approved Ms. Rhonda Cross's original request for sabbatical leave for study to include both the Fall Semester 2007 and Spring Semester 2008.

Classified

Catastrophic Leave, December 3, 2007 – December 10, 2007

Lana Kay Harrell, Bus Driver, Walnut Hill, 12 years

Catastrophic Leave, January 14, 2008 – January 17, 2008

Judy Byrd, Bus Driver, Keithville, 10 years

Leave Without Pay, January 15, 2008 – January 15, 2009

Tiffany Washington, Teacher's Aide, Westwood Elementary, 3 years

Leave Without Pay, February 12, 2008 – May 22, 2008

Sailaja Kakani, Teacher's Aide, Arthur Circle, 2 years

Personnel Transaction Reports. The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of December 19, 2007 – January 25, 2008 as recommended by staff and included in the mailout.

Agenda Item 10. A. and B.

Bids. The board approved the following bid as recommended by staff and included in the mailout on the bid tabulation sheet: (1) Band Uniforms for Green Oaks High School – Fruhauf Uniforms, totaling \$40,410.97.

Bids (Capital Projects/Construction). The board approved the following bids as recommended by staff and included in the mailout or placed at board members' stations on the bid tabulation sheets: (1) HVAC Upgrade at JS Clark, Project 2009-508 – The Payne Company with a Base Bid, for the sum total of \$2,498,000; (2) HVAC Upgrade at E. B. Williams Stoner Hill, Project 2009-511 – Ark-La-Tex Air Repair with a Base Bid, for the sum total of \$573,210; (3) HVAC Upgrade at Broadmoor, Project 2009-502 – Johnson Controls with a Base Bid, for the sum total of \$1,428,700.

Agenda Item No. 12

Acceptance of 2006-2007 Financial Audit Report. The board accepted the 2006-2007 financial audit report as presented.

Agenda Item No. 13

Revision of 2007-2008 General Fund Budget. The board approved the revision to the 2007-2008 General Fund budget as submitted in the mailout.

Agenda Item No. 14

MLK Neighborhood Association Request for Bus Transportation. The board approved the MLK Neighborhood Association's request for bus transportation to transport students from Linear Middle School to stops located in the vicinity of their homes on Mondays beginning February 25, 2008 through the end of the school year.

Agenda Item No. 15

Coca Cola Agreement for Youree Drive Middle School. The board approved the Coca Cola vending agreement for Youree Drive Middle School as submitted in the mailout.

Agenda Item No. 16

Vivian Armory Adult Education. The board approved the contract with the Town of Vivian for the use of Vivian Armory for Caddo's Adult Education Program as recommended by staff and included in the mailout.

Agenda Item No. 17

Resolution of Continued Employment. The board approved the resolution of continued employment as recommended by staff and included in the mailout.

Agenda Item No. 23

Letter Opposing Assumption School Board Resolution to Hold all LSBA Conferences in Baton Rouge. The board approved the letter opposing Assumption School Board's resolution to hold all LSBA Conferences in Baton Rouge as submitted in the mailout.

PERSONNEL RECOMMENDATIONS

Mr. Ramsey moved, seconded by Mrs. Armstrong, to accept staff's recommendation for the appointment of Shelia Gladney to the position of Assistant Principal at Atkins Elementary for the Spring 2008. Vote on the motion carried unanimously.

Ms. Priest moved, seconded by Mr. Ramsey, to accept staff's recommendation for the appointment of Carolyn Stevenson to the position of counselor at Westwood Elementary. Vote on the motion failed with Board members, Hardy, Crawley, May, Phelps, Armstrong and Bell opposed and Board members Guin, Burton, Priest, Crawford, Rachal, and Ramsey supporting the motion.

Mr. Ramsey moved, seconded by Mr. Rachal, to accept staff's recommendation for the appointment of Kelli Carlisle for the half-time counselor position at Youree Drive Middle School. Vote on the motion carried unanimously.

Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the board-approved personnel appointments. These appointments will receive the appropriate salary as reflected by the Caddo Parish School Board salary schedule applicable to the position to which they are appointed. Administrators, family and other guests present also were recognized.

UPDATE ON BETHUNE AND OTHER HIGH PRIORITY SCHOOLS

Having received information and a phone call from the State Department of Education, Superintendent Gunn announced that Bethune is the only regular education school that Superintendent Pastorek will recommend not being placed in the Recovery School District if the local district provides assurances of compliance with terms of the Reconstitution Plan in the next 15 days and upon approval by BESE will give the governance to the local school system. Mrs. Gunn stated that the Reconstitution Plan presented to the State Department was provided to the board last Friday and included information on what the local school system was willing to provide and contract with the LDE for certain changes in the school to include increased autonomy of the school principal, additional content specialists, external support, restructuring of the feeder patterns to the school and support for the feeder schools. She added that failure to comply with these terms will result in immediate negotiation of complete operation and control by the RSD.

Ms. Phelps expressed her thanks for the efforts by BESE and State Superintendent Pastorek and inquired of Mrs. Gunn the timeframe over the next 15 days. Mrs. Gunn responded staff has looked at the feeder patterns and while there is a list of students at Bethune that come from 13 different schools, there are actually only four to five schools that feed students to Bethune. She also stated staff informed the state that this would be placed before the Caddo Parish School Board for 2008-09. Ms. Phelps asked if this is what will be brought to the board in the next 15 days? Mrs. Gunn said the plan provided to the state and to the board states that the board will address this issue in the 2008-09 school year, and we will have to enter into a contract with the State Department within the next 15 days, something which the State will send us in order to make this happen. Ms. Phelps also asked about the addition of reading specialists at Bethune and if it is correct that there is not even one at Bethune? Mrs. Gunn said it was reported that we have not even advertised for one and since this information was made available, four people have indicated an interest in that position. She added staff is also looking at providing, and will bring a complete plan to the board for the schools in academically unacceptable status, the addition of coursework and training for recruiting reading specialists. Ms. Phelps stated her appreciation for the efforts being made for the other high priority schools and asked that the entire board be informed of the meetings per school so all board members can choose to attend if they so wish and not just the board member for that school.

Mrs. Bell asked if the State Superintendent will recommend this to the BESE Committee? Mrs. Gunn said he will recommend it to the BESE Committee on Wednesday and the Committee will make a recommendation to BESE on Thursday for a vote. Mrs. Gunn added it was made very clear that Bethune is the only regular education school receiving this recommendation and it is because of the improvement seen at Bethune and the desire for the board to continue governance of it. Mrs. Bell said she is concerned also for the other eleven schools and would like to see the plan being implemented for Bethune used to help these other schools. Mrs. Gunn announced staff will bring a proposal in March addressing reading and personnel for all the schools in AUS.

Ms. Priest expressed her appreciation to everyone who worked on this initiative, because it has shown that Bethune is important to this district. She believes if we put this much effort in all our schools, we will not find ourselves in this situation with others. Ms. Priest referenced comments by Superintendent Pastorek regarding students leaving elementary school and entering middle school and only reading at a 3rd grade level, and the importance of the local district addressing this at the elementary school level and working diligently on a plan for those schools in AUS.

Ms. Priest moved, seconded by Mrs. Hardy, that based on the letter received from the State Department of Education and that the district provide assurances of compliance in terms of the Reconstitution Plan over the next 15 days, that the CPSB approve \$174,000 for the four

additional teachers and one security coordinator to immediately begin addressing those initiatives as specified in the plan.

Ms. Phelps asked about the additional security coordinator. Mrs. Gunn said we do not have a security coordinator, but two military personnel working at Bethune since the security coordinator was moved to the 6th grade center. Ms. Phelps asked about the job description/name for the military personnel. Ms. Edwards responded it is modeled after the JROTC program; and they work with the students as mentors, to establish relationships with the parents, and encourage the students to stay in school. She added an effort is being made to bring the high school ROTC program into the middle school to provide the structure and discipline which has shown to help the focus in the overall academics. Ms. Edwards also added there is an SRO at Bethune.

Mr. Ramsey asked the superintendent to not forget the 147 hardship transfer students from Bethune placed in the other middle schools, i.e. Keithville, Turner, Walnut Hill, Donnie Bickham, Broadmoor, J S Clark, Linwood, Ridgewood and Youree Drive. He added this does not include the numbers for the Choice transfers, and in looking at what the State Superintendent reported on the reading level, he believes these other middle schools need some consideration in the process and in the prioritization of the dollars being spent before we see their scores drop more than they have. Mrs. Gunn responded that staff will be looking at this issue and that Mrs. Atkins has begun looking at the hardship transfers submitted to her office.

Mr. Guin reiterated Mr. Ramsey's comments and added he believes this is a good start; however, the fact still remains there are students in middle school reading below the third grade level and the problem is not just at Bethune, but at the elementary schools; and if we don't take the time and money to put reading specialists in the elementary schools, the board will be having the same conversation ten years from now. Mr. Guin added while he understands the need for the plan at this time for Bethune, he hopes we will see another plan put into place in the near future with evaluation, etc. at the elementary level; because if we continue to move these students out of this community into other schools and do not address the issues at the elementary level, we will have more and more schools at the same place as Bethune.

Ms. Phelps asked if there is a need for the coordinator and why is one being recommended? Mrs. Gunn said staff has talked about the military instructors spending more time mentoring the students rather than taking security responsibilities. Ms. Phelps asked if staff is saying there is a need for a security coordinator and SRO on each campus? Mrs. Gunn said we do at Bethune and there are security coordinators and SROs on other campuses. Ms. Phelps said she knows that and it is based on population, but is asking if there is a security concern for adding an additional person at Bethune? Mrs. Gunn said there is a need there. Ms. Phelps indicated she was not aware and noted some schools have two police officers, which she will be addressing at another time as to why. Mrs. Gunn explained we must make sure the students are present and are behaving in the classrooms in order to provide the instruction part.

Mrs. May stated she is concerned about Bethune Middle School and there are some schools in District 5 that feed into Bethune. She asked to be included in the process in the future when meetings are held, and that as a former classroom teacher, she knows it is important to begin in the kindergarten classes with reading. She asked the directors and whoever is in charge of academics for our schools to come up with plans so we can begin addressing reading and math skills early on with our children. Mrs. May said this needs to be monitored and while she may not have had her finger on things in the past, she will begin monitoring every school in District 5 to make certain the children are getting what they need and that the instructors are working to make sure our children can read.

Mrs. Crawford asked since the State Superintendent mentioned the feeder schools for Bethune, shouldn't we include some preliminary goals in the Reconstitution Plan for these, i.e. putting more reading specialists in them? Mrs. Gunn responded that most of this information will be included in the proposal being brought to the board next month. She added there has been a concentration on reading with Reading First in most of the AUS schools and Reading Excellence in the other at risk schools, but these students have not gotten to the middle school, so she believes we will see improved readers once these students move up.

Ms. Priest stated that in response to Ms. Phelps' concern about security, in the plan it is specific under the school climate and culture that the district address certain things relative to attendance

and conflict and the importance for the board to address and insure that the needs of all schools in AUS are addressed. She encouraged the entire board to stay on top of this issue and put a plan in place to begin addressing the other AUS schools, monitoring them to make certain things do happen.

Mrs. Bell asked about the model at Pine Grove and that possibly Linda Henderson could assist with what is being done in elementary schools. Mrs. Bell also asked about the job responsibility of Caddo's content coaches? Mrs. Gunn explained that content coaches work with teachers, i.e. strategies they can use in the classroom to reach the students, and they are assigned to the schools based upon the information in the accountability program, primarily AUS. Mrs. Bell asked about the number of content coaches at Bethune? Mrs. Gunn responded, they had two, but one left to go to the state department as a distinguished educator. Mrs. Bell asked if this could be looked at closer and some things pulled together? Mrs. Gunn explained that if funded with Title II funds, there are restrictions that they have to work with teachers and not with students, and reading specialists are highly trained to work with the students everyday as well as show teachers some of the strategies.

Mrs. Crawley asked about classes without textbooks that are not included on the list and if staff will make sure that every class has books and that teachers have their instruction kits. Mrs. Gunn responded she was unaware that there were not books in every class and will ask staff to follow up. Mrs. Hardy noted that the principal at Pine Grove is one who expects the best from those who work at Pine Grove and everyone at Pine Grove does an exemplary job. She reminded the board how important it is when selecting principals that they must be one who is the hardest working employee in a school. Mrs. Hardy said discipline appears to be one of the areas where teachers have problems and she believes if teachers are doing their job, they will not have any trouble with discipline, so she believes something is not being done correctly.

Vote on the motion carried unanimously.

2008-2009 SCHOOL CALENDAR

Mrs. Bell moved, seconded by Mrs. Hardy, to approve the school calendar as submitted with students reporting on August 18, 2008 and the second semester ending on May 29, 2009. Mrs. Bell stated she believes, after much board discussion, this is the best start date. *Mr. Rachal made a substitute motion, seconded by Mr. Ramsey, to approve the school calendar beginning August 11, 2008.* Mr. Rachal stated that as was discussed in length at the last meeting and if colleges are giving exams prior to taking a two week holiday, he believes we should take note of this. He reminded the board of Caddo's high school director's concerns on ending the semester after Christmas and the effect of a lack of student participation at the end of school year when school does not end by Memorial Day as many do not return to school after Memorial Day. Mr. Rachal said he understands the additional week of heat on the buses; however, he believes it important to consider the number of instructional minutes before testing. Mr. Ramsey said he supports this calendar after speaking with a number of persons (professional educators) since the last board meeting and being told they believe the best calendar would be one that the semester break is prior to the Christmas holidays. He noted the impact it will have on the high schools' 11,000 students and the amount of instructional time with the students prior to testing, and he believes beginning on August 11th is a calendar that allows the semester to break before the holidays, allows the two four by four high schools to prepare schedules for the second semester, and allows five additional days of instruction prior to testing. Regarding comments from elementary school experts, the comments were that it didn't have as much impact on these students as the high schools.

Mrs. Bell responded that when referencing the universities, Louisiana Tech is on the quarter system and she believes there are 44,000 students in Caddo Parish, and every grade from ECE is important. She also said she taught for 34 years and this was only changed about five years ago and believes staff has done a good job but asked the board to defeat the substitute and support the original motion.

Mrs. Crawley noted Louisiana Tech is the school that adopted Captain Shreve and their schedule is from November to February; and when they break for Christmas, they return to the same semester. Also, she said she would for us to look at the idea of high schools starting a week prior to elementary for the 2009-10 school year. She also asked that teacher workshops be held before

the start of school rather than teachers and principals being away from the schools during the school day. Mrs. Crawley also stated that when asking for a study of the affects of breaking before and after Christmas, the mid term scores went up when students had two days for review after the Christmas holidays before testing.

Mr. Rachal stated another issue that needs to be considered in the August 18th calendar is the effect it will have on summer school in 2009 and the effect it will have on teachers who will have to teach a full day rather than a one-half day.

Vote on the substitute motion to begin August 11th failed with Board members Guin, Hardy, Burton, Crawley, May, Phelps, Priest, Crawford, Armstrong and Bell opposed and Board members Rachal and Ramsey supporting the motion.

Vote on the main motion to begin August 18th carried with Board member Rachal opposed, Board member Ramsey abstaining, and Board members Guin, Hardy, Burton, Crawley, May, Phelps, Priest, Crawford, Armstrong and Bell supporting the motion.

ADDITIONAL LEGAL SERVICES PROVIDERS

Ms. Priest moved, seconded by Mrs. May, that the law firms of Piper and Lafitte and the Malone Law Firm be added to the list of approved attorneys providing legal services to the CPSB based on the same terms applied to the other law firms approved last month, with a rate as proposed up to \$150 an hour providing that the law firms withdraw any and all matters that are adverse to the CPSB in any manner. Vote on the motion carried with Board members Crawley, Crawford and Armstrong opposed and Board members Guin, Hardy, Burton, May, Phelps, Priest, Rachal, Ramsey and Bell supporting the motion.

ASSISTANT SUPERINTENDENT OF SUPPORT SERVICES

Ms. Priest moved, seconded by Mrs. Bell, that the interim superintendent post the vacant position of Assistant Superintendent of Support Services as a permanent position with a two-year contract.

Mr. Guin moved, seconded by Mr. Ramsey, that Interim Superintendent Gunn bring next month a recommendation including an interim plan, person or both, to fill the position of assistant superintendent of support services until a permanent superintendent is in place and can recommend for the permanent position.

Mr. Guin stated that he served on the board a number of years ago when the board chose not to “strap” another board with a superintendent, but waited until the new board was elected to hire the superintendent. He further stated he believes it unfair, since we will be bringing in a new superintendent in the near future, to hire the staff that the incoming superintendent would work with rather than allowing that person to hire their staff. Mr. Burton asked the superintendent about her recommendation? Mrs. Gunn explained that thus far she and Dr. Robinson have looked at an interim plan to follow until the board makes a decision on what it wants to do, and thus far, Dr. Robinson has been working as a director in the support services division. Mr. Ramsey concurred with Mr. Guin’s comments and he too would like to afford the new superintendent the opportunity to be a part of the process in selection of the staff, and he believes Mrs. Gunn is capable of offering an interim in the meantime.

Ms. Phelps asked for clarification and if Mrs. Gunn was looking or recommending something on an interim basis? Mrs. Gunn explained that staff only worked out something to fill the void and left it up to the board as to whether the posting would be for an interim or permanent position. Mr. Guin asked for the floor to change the motion to read *that the Interim Superintendent post the assistant superintendent for support services as an interim position.* Ms. Phelps stated that in hearing the comments about affording the new superintendent the latitude to select the assistant superintendent, she believes at this point both positions are very important and she doesn’t believe the selection of someone to fill this vacancy is contingent upon what the new superintendent has to bring. Ms. Phelps stated she believes some stability is needed and an interim basis will be too long for having someone work in an interim basis. She said she would like to see this position filled on a permanent basis and hopefully the person that is best for this position will also offer the same in a permanent basis.

Mr. Abrams explained that the distinction is really not much of a distinction, because if the position is posted as a temporary position, that person will only get a contract that will last until the new superintendent is in place, and that contract will end. He said if the position is posted as a permanent position, that really does not mean it is permanent, but that person will only have a two-year contract and if a new superintendent decides they wish to move this person, it could be done, even though the district would continue to pay them for the remainder of their two-year contract. He said it is the same as the district has currently with assistant superintendents serving in positions now, but when a new superintendent comes in, that person has the right to move those employees even though they have a two year contract, and at that point in time, the district would continue to pay them that salary until the end of their contract, and then they could be moved somewhere else. Ms. Phelps thanked the attorney for those comments.

Mr. Rachal stated his support of the motion to post the position as interim as he believes the new superintendent should be involved in that decision and if the board locks into a two year contract, it will have to fulfill that budgetary line item of the contract and he doesn't believe we should do that. Mrs. Bell asked if the other assistant superintendents serve under a contract? Staff responded yes. Mrs. Bell said she is in favor of posting the position as permanent as she believes the new superintendent will need to rely on staff in place to help him. Mrs. Armstrong asked the superintendent if the system in place is working? Mrs. Gunn responded that she and Dr. Robinson have managed with the support of the staff in place. Mrs. Armstrong said that area has been without a permanent assistant superintendent over the past couple of years for as long as a year and she believes the staff in that area know what they are doing and have not missed a beat. She suggested if we know the directors are continuing to do their jobs, she would like for the board to consider giving Dr. Robinson an extra stipend for supervising that area and wait until a permanent superintendent is in place.

Ms. Phelps stated that, regarding Mr. Rachal's comments, the contract has been discussed before and if the staff isn't strong enough to handle their responsibilities; and also you mentioned the superintendent's decision about the contract, and a motion passed a few weeks ago about the assistant superintendent under a two year contract, so she supports the motion Ms. Priest has on the table. Also, she doesn't believe dividing up the responsibilities, since the board did appoint Mrs. Gunn to run the school system and the board should allow her to do the job she is appointed to do as the interim superintendent. So there is consistency in moving the district forward, she would like to see the board move forward and name someone in a permanent position.

Mrs. May stated her support of Ms. Priest's motion and she believes there is a need for stability and her constituents would want the board to fill that position permanently. She encouraged the board to be consistent in what we do and think about what is best for our school system. She also said as elected officials, the board has been given the task to direct the school system and not make decisions on why we shouldn't do things. Mrs. May said everyone needs leadership and we need people in place in the school system and encouraged the board to support putting someone in this vacant position permanently.

Mr. Rachal asked the superintendent her opinion as what the board should do? Mrs. Gunn explained that is why she sent this back to the board, because she knows that the new superintendent would want to at least select one of their executive staff members. Mr. Rachal asked if we hire someone with a two-year contract, isn't he correct that the board would then be paying three individuals at assistant superintendent salaries? Mr. Abrams explained that is not correct, because in actuality, you are replacing a vacant position. Mr. Rachal stated if we hire a permanent assistant superintendent and the new superintendent moves that person to another position, we will have to continue to pay that assistant superintendent salary in addition to the person the superintendent might hire. Mr. Burton reminded the board it has the right to vote this item up or down and each board member has a right to express their own viewpoint; however, each board member must address the chair when speaking to a motion. Mr. Rachal asked Mr. Abrams to clarify once the board approves a two-year contract, will that person not continue to be paid at that level for the two years? Mr. Abrams said they will be paid for two years at the assistant superintendent salary even if the new superintendent comes in and moves them into another position. Mr. Rachal asked if we approve a full two-year contract, we will then have three individuals on the assistant superintendent salary schedule. Mr. Abrams said that is what you currently have, three assistant superintendents and a superintendent, and the only way you will have this situation is if the superintendent came in and wanted to replace the person in one

of the areas with someone they wanted and the board approves it, then someone would be moved to another area, but would continue to draw the salary until the end of their contract. Mr. Rachal said if the board is going to hire someone to be the CEO of the Caddo Parish School System, we need to allow them to do so and name whomever they want in those positions.

Mrs. May moved, seconded by Mrs. Hardy, to call for the question to end debate. Vote on the motion to end debate carried with Board members Crawley, Phelps, Ramsey and Armstrong opposed and Board members Guin, Hardy, Burton, May, Priest, Crawford, Rachal and Bell supporting the motion.

Vote on the substitute motion to post the vacancy of assistant superintendent for support services as a temporary position failed with Board members Guin, Crawford, Rachal and Ramsey supporting the motion and Board members Hardy, Burton, Crawley, May, Phelps, Priest, and Bell opposed. Mrs. Armstrong abstained.

Vote on the motion to post the vacancy of assistant superintendent for support services as a permanent position with a two-year contract carried with Board members Hardy, Burton, Crawley, May, Phelps, Priest and Bell supporting the motion and Board members Guin, Crawford, Rachal, Ramsey and Armstrong opposed.

TELEVISIONING CPSB MEETINGS

Mr. Ramsey moved, seconded by Mr. Guin, to televise the Caddo Parish School Board meetings and authorize the staff to move forward to purchase and secure the equipment and provide training necessary to make it happen. Mr. Ramsey stated that with combined budgets of over a half billion dollars of taxpayers money, he believes this will allow the taxpayers to view the meetings. He added he has been asked on a number of occasions to do this and with the other two major governmental bodies televising their meetings, he believes we can benefit from offering this. He asked the board to support this motion and move forward. Mrs. Bell asked Mr. Ramsey when he intends for this to be implemented and what meeting will be televised? Mr. Ramsey responded as soon as possible and it will be the board's general session. Mrs. Bell asked if parents coming before the board will be televised or will we modify the recording and the naming of persons, etc.? Mr. Ramsey said we will still have to work with the cable company regarding time slots, etc., and he believes we will have input, but he wants to authorize the staff to make these decisions. Mrs. Bell again asked about the privacy act and if this will be addressed? Mr. Ramsey said the executive sessions will not be televised. Mrs. Bell clarified that what she is asking is what will we do to protect the children and the parents? Mr. Burton reminded Mrs. Bell that when in a public meeting, it's public record. Ms. Phelps said she has some questions and stated she is concerned about the "approximate" costs listed in the information and asked Mr. Ramsey if he would be willing to wait until some of this information and answers to questions are available? She added that we are still facing issues with the paperless board agenda and she would like to have more definitive information. Mrs. Anderson shared with the board information from her meeting with the Comcast representatives and that, for example, the \$4,000 listed for the equipment would be on the high end. Regarding the operator, it was assumed this person would be an employee of the Caddo Parish School System and someone who would need to be at the meetings (the regular monthly meetings). She added the other amounts listed are fairly close to what the actual costs will be. Mr. Ramsey stated he will postpone this item until the March meeting and asked that staff confirm the charges, costs, and schedule as to how quickly this could be implemented. Mr. Rachal withdrew his second.

RFP ON SUPERINTENDENT SEARCH SERVICES

Mrs. Anderson reported that the RFPs were received in the office and opened today per the RFP specifications. Three responses were received and Mrs. Anderson noted the summary provided by Jeff Hudson, purchasing agent. *Mrs. Crawley moved, seconded by Ms. Phelps, that the Caddo Parish School Board accept the \$25,000 fee from the firm BWP and Associates, LLC and that they come back to the board to negotiate advertising, travel budget, and office expenses/fees.* Mrs. Armstrong expressed her concern for the not specified categories under BWP's bid, the travel expenses, advertising expenses and office expenses. She noted the McPherson and Jacobsen firm placed limits in these areas, and she believes this is something we should look at and be mindful of. Ms. Phelps called for a point of order and if there is a motion being made as she, as the second of the motion, has not addressed the motion on the floor. Mr. Burton said he

inadvertently did not see her name and is allowing her to speak. Mrs. Armstrong said she noticed the resources for McPherson and this company has a number of Louisiana resources, several of which board members recognize from experience with LSBA. She said she believes the board needs to take note of these things and she will want to make a substitute motion. Mrs. Crawley noted that the person with this company was elected president of the NSBA. Ms. Phelps asked Mrs. Anderson if there were any familiar names or firms that have had association with Caddo in the past? Mrs. Anderson stated that BWP is one of the oldest executive search firms and Harold Webb is the firm the school board used in the 1989 search. Near the last page, Mrs. Anderson stated one of the consultants that came in was Dr. Nolan Estes who we have worked with before. She added that whoever gets the nod from the board will probably have two persons to work with Caddo, but will allow staff to do the bulk of the work. Ms. Phelps also said she would like for the board to take into consideration the National School Board's association with this firm. Regarding Mrs. Armstrong's concerns, which she understands, she believes the board will have the opportunity to state the specific services we need from these firms and to address those areas that we have already done a lot of the work required up front. Mrs. Anderson confirmed that in much of these areas we are not starting from the beginning, but will be able to use some of the information previously done, i.e. brochures, committee meetings, community input to establish criteria, etc. of which the district has done and may only have to make minor revisions. Ms. Phelps reported she attended the opening of the bids and scanned them prior to the meeting. She asked everyone to look at BWP's qualifications and support the motion.

Mrs. Armstrong asked if, in lieu of the comments made, BWP would be amenable to putting specifics in the areas of expenses, advertising, office expenses, and background checks since these are the areas in which they did not offer any information. Mrs. Anderson highlighted in BWP's bid the duplication of the brochure, of which ours will be updating of the brochure. The ads can be updated and BWP lists the web site which can be updated. Mrs. Armstrong said she is interested in tying in a fixed maximum fee, because even though we have done a lot of the background work, there is much they have included that may not have to be included.

Vote on the motion carried with Board members Guin, Hardy, Burton, Crawley, May, Phelps, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion and Ms. Priest was absent for the vote.

ODYSSEY WELLNESS PROGRAM

Mrs. Bell moved, seconded by Mrs. Hardy, to approve the Well for Wednesdays Program as amended at board members' workstations providing obesity, hypertension and diabetes screening at Oak Park Elementary School. Vote on the motion carried with Board members Hardy, Burton, May, Phelps, Priest, Crawford, Rachal, Ramsey and Bell supporting the motion and Board member Armstrong opposed. Mr. Guin was absent for the vote.

Recess. The president called for a ten-minute recess at approximately 7:03 p.m. and reconvened in open session at approximately 7:23 p.m.

ANNOUNCEMENTS AND REQUESTS

Mrs. Bell asked that an item be added to the agenda for the March meeting relative to changing the name of the 6th Grade Center.

Mr. Burton announced that board members should turn in their Pupil Progression Plan appointment to staff.

Also, the banquet for the Ten Outstanding Community Leaders will be held on March 14th and if anyone is interested, please let Debbie know.

Mr. Burton also announced that the CPSB liaison committee appointments are placed at board members' stations and if anyone wishes to be on a different committee to let him know.

Mrs. Crawley asked that an item be added to next month's agenda to look at the board's policy on sick leave and to add support or classified employees to this policy, minus the bus drivers since they already have an avenue for getting the extended sick days.

Mrs. Crawley also asked that staff address the recommendations from the Southern Association in the SACS report for Byrd High School.

EXECUTIVE SESSION

Student Readmission Appeal. *Mrs. Crawford moved, seconded by Mrs. May, to go into executive session for 15 minutes for K.H. Vote on the motion carried unanimously and the board went into executive session at approximately 7:28 p.m. (Ms. Priest left the meeting at approximately 7:30 p.m.). The board reconvened in open session at approximately 7:56 p.m. Mr. Guin moved, seconded by Mrs. Hardy, that the student, based upon recommendation from the board's attorney, be returned to Donnie Bickham Middle School immediately. Vote on the motion carried with Board members Guin, Hardy, Burton, Crawley, May, Crawford, Rachal, Ramsey and Armstrong supporting the motion and Board members Phelps and Bell opposed.*

Level IV Grievance. *Mrs. Crawford moved, seconded by Ms. Phelps, to go into executive session for up to 20 minutes each for the purpose of hearing two Level IV Grievances. Vote on the motion carried unanimously and the board went into executive session at approximately 8:00 p.m. for the Level IV Grievance of Cleve Arkansas.*

The board reconvened into open session at approximately 8:40 p.m. *Mr. Ramsey moved, seconded by Mrs. Armstrong to uphold staff's recommendation at Level III for Mr. Arkansas.*

Mrs. Crawley moved that we add the additional pay to the teachers who teach there because we have added an additional class to them and they are an academically unacceptable school. Motion failed for lack of a second.

Vote on the motion to uphold staff's recommendation carried with Board member Crawley opposed and Board members Guin, Hardy, May, Phelps, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion. Mr. Burton abstained.

Level IV Grievance. The board went back into executive session at approximately 8:43 p.m. for the purpose of hearing the Level IV Grievance for Dr. Gerald Burrow. The board reconvened in open session at approximately 9:23 p.m. *Mr. Guin moved, seconded by Mrs. Crawford, that Dr. Burrow's salary continue being based on the enrollment numbers at Turner until one of the following occurs, 1) retirement, 2) employment terminated, or 3) he applies for and is awarded another position in the parish. Furthermore, it was moved that back pay is granted to cover the time between July to present that this practice has been suspended. Vote on the motion carried with Board members Guin, Burton, Crawford, Rachal, Ramsey, and Armstrong supporting the motion and Board members Hardy, Crawley, May, Phelps and Bell opposed.*

Litigation Update Regarding Letter Dated February 8, 2008 Regarding the Complaint on Behalf of Students A.B., D.C., A.C., and Others Similarly Situated. *Mr. Rachal moved, seconded by Mr. Ramsey, to go into executive session for the purpose of hearing a litigation update. Vote on the motion carried and the board went into executive session at approximately 9:26 p.m. The board reconvened in open session at approximately 9:45 p.m.*

Adjournment. *Mrs. May moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 9:46 p.m.*

Wanda Gunn, Interim Secretary

Willie D. Burton, President

March 4, 2008

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m. on Tuesday, March 4, 2008 with President Willie Burton presiding and Bonita Crawford present being a quorum. Other school board members present were Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Interim Secretary Wanda Gunn, Legal Counsel Reginald Abrams, staff and other visitors. Ms. Tammy Phelps led the invocation and Pledge of Allegiance.

Mr. Burton announced that Ms. Phelps is out of town and he recognized Tammy Phelps on being elected First Vice President of the Louisiana School Boards Association.

PRESENTATIONS

Sheriff's Safety Town Curriculum. Sheriff Steve Prator reported that Safety Town is under construction and plans are to open early in the coming school year. He thanked the board for the generous donation and support of Safety Town and read recent headlines on tragedies involving students and the need for Safety Town and a good curriculum. Sheriff Prator asked Bonnie Hughes, education coordinator for Willis Knighton Health Systems, to share with the board the proposed curriculum for the 2nd graders involvement in Safety Town. Ms. Hughes explained that the curriculum is based on the needs within the community and those safety issues seen most, i.e. bike safety, school bus safety, pedestrian safety, motor vehicle safety, etc. She added there are Safety Towns throughout the United States, but believes Caddo's Safety Town will be very unique by offering the curriculum to the teachers to prepare the students for the adventures and learning experience at Safety Town. Ms. Hughes stated with board approval, the Safety Town curriculum will be distributed to every 2nd grade teacher in Caddo Parish for utilizing in any way they deem appropriate in their classroom to reinforce the education on safety they will receive. She further explained that the curriculum was written based on the content standards for language arts, social studies and health and there will be a lot of writing involved in the curriculum, and indicated copies of the curriculum are available for board members to review. She asked for board member support of the proposed curriculum and also that all 2nd graders be included in this project as a field trip opportunity.

Mrs. Bell asked if staff has made this a requirement for all 2nd graders? Mrs. Gunn said it has not been made a requirement, but staff can look into this possibility. Mrs. Bell also asked if this will eventually be an internship type program for middle and high school students whereby they can volunteer time working at Safety Town, not for money, but maybe as a way to earn points? Ms. Hughes stated that would be wonderful, as she will continue to work with the Sheriff's office, because of the number of volunteers that will be needed, and getting children involved with helping other children is a great idea. Ms. Bell asked if the board votes on the curriculum on March 18th, how can the board make certain this opportunity is one for all 2nd graders? Mr. Burton responded staff will be bringing a recommendation to the board.

Mrs. Armstrong expressed appreciation to Sheriff Prator and staff for the efforts in the community and its children. She said it is gratifying to know there are those in public service who are just as interested in the children as the school board. She added her appreciation for a curriculum that is kid friendly and gives teachers the background they need for making this a real learning experience for the children.

Mr. Ramsey expressed his appreciation and referenced the tragedies noted by Sheriff Prator and the need to reach as many students as we can. He also announced he requested the students at Southwood to send the Sheriff a copy of the CD they developed on bus safety to determine if it can be incorporated in the Safety Town program.

Mrs. May also expressed her appreciation to Sheriff Prator for the efforts to help our children in this much needed area and that the board supports these efforts.

Ms. Phelps also echoed everyone's sentiments to Sheriff Prator and his staff for what they are doing in the community. She also thanked the Sheriff for speaking to the students at the Teen Summit at the Louisiana School Boards Association annual conference.

ESTABLISH THE AGENDA FOR THE MARCH 18, 2008 CPSB MEETING

Superintendent Gunn announced receipt of the results of the District Accountability Scores for the 2006-07 school year, which reflects the School Performance Scores we received in 2007 and that Caddo has maintained its two-star status as a school district. With the highest a district can achieve being three stars, she said the district will be striving for the third star. She announced that improvement was seen within the two-star ranking and expressed appreciation to the staff and teachers for their efforts to improve our school system.

Mrs. Bell asked that the media recognize this good news on T.V. and the front page of the newspaper.

Mrs. Gunn highlighted the proposed agenda items for the March 18, 2008 Caddo Parish School Board meeting and the following discussion ensued.

Public Hearings for Renaming of Northwood High School's Gymnasium and Stadium. Mr. Abrams explained that Mr. Guin wishes to postpone this item until the Legislature passes the bill authorizing both of these.

Bethune and Other High Priority Schools. Ms. Phelps asked for additional information on the status of each of the high priority schools. Mrs. Gunn reported that the information was sent to the board in the *Weekly Briefing*. Mr. Burton asked that the information previously sent to the board be sent again for the board's information.

Mrs. May announced receipt of a fax from several Caddo schools stating that once the board makes a decision as to what it will be doing for Bethune, they wish to get on board because they do not want their school to go through the same thing as Bethune. She advised Mrs. Gunn that principals, faculties and staffs are interested in moving their students forward and asked the superintendent and staff to do whatever it can to help these schools. Mrs. Gunn expressed her appreciation for these comments and explained that is the reason for providing these reports and updates and it may be necessary to come back to the board for assistance. Mr. Burton echoed these comments and noted comments made during the State Superintendent's visit that as we take care of Bethune, we need to also take care of needs of all these schools.

Mrs. Bell stated she was disturbed in looking at the status report for the academically unacceptable schools and the vacancies in teaching positions (the need for certified teachers in certain subject areas) and asked what will be done to address this situation? She said she hopes the principals are hiring the best substitutes available to fill these spots. Mrs. Gunn explained that staff is looking at this and is why staff is providing these specific reports to the board. She said the Human Resource Department is flagging every applicant that comes through and is sending them to Bethune first and then to the other high priority schools. Mrs. Bell noted that a lot of student teachers look at the paper and determine they do not want to go to a particular school, and asked what staff is doing to recruit teachers to where the need is greatest? Mrs. Bell said she is concerned about this as we approach testing and is why she is proposing an increase in pay for substitutes. Dr. Mary Nash Robinson explained that as teachers express an interest in Caddo, staff routes them to the AU schools. She said staff talks to prospective new hires about working in our schools with the greatest needs, however, it is a hard sale. She said the principals of the AU schools have also been contacted and provided a roster, a list of the current applicants, and staffing administrators are asked to not just send this information to the principals, but to schedule times for them to come in and review the applications. Dr. Robinson added that staff is aggressively trying to staff those positions and that what the board is discussing is "centralizing staffing" which is a direction the district may be headed in. Mrs. Bell noted information on the status report regarding teachers out on sick leave and asked if it is correct that we cannot hire anyone in these positions, but they must be staffed with substitutes? Staff responded that is correct. Mrs. Bell asked if we are doing anything to maybe fill these positions with former, retired teachers, or offer incentives for new teachers to take these positions? Mrs. Bell stated she was unaware of these staffing needs in all these schools and she is very concerned about this with testing.

Mrs. Crawley stated that she is real proud of the schools who wrote they needed priority hiring, incentive pay, and a lower pupil-teacher ratio, which will help address discipline. She said she believes if we work on these three areas in the AU schools, it would address some of these

issues. Regarding substitutes, Mrs. Crawley said the district has substitutes in all areas and she would like to look at the possibility of paying substitute employees every two weeks rather than monthly.

Ms. Phelps stated that in addressing the vacancy needs at the schools, she did not know teachers had a choice as to what school they go to and asked Dr. Robinson to give the board a little background on options for a new teacher coming into the district? Dr. Robinson explained that new teachers have access to the vacancy list and if there are, for example, four fourth grade positions posted, they are made aware of all four positions; they can interview with the four principals, and they can make a choice on which position they accept. Ms. Phelps asked if staff, knowing all the vacancies we still have at this point, why they are still vacant? Dr. Robinson explained that one of the reasons is there is not a pool of applicants as there has been in the past. She said in visiting colleges locally and out of state we are finding there are fewer graduating in education and there may be 10 districts recruiting those graduates. Ms. Phelps said when we know the crunch we are in with the schools that are in corrective action, what have we done to actively recruit the teachers we need in those positions? Jan Holliday, director of certified personnel, explained we do have some incentive money in the budget for signing bonuses. Ms. Phelps said her question is how is staff actively recruiting for these positions when teachers have a choice where they can go? Mrs. Holliday explained that applications are made with Caddo Parish, staff provides the applicant with a list of the vacancies encouraging them to go to the schools on the list, reminders are sent to the principals on a regular basis along with an updated list of applicants, and they are encouraged to contact them, since the recommendation does come from the principal. Ms. Phelps asked if the applicants are not choosing the schools in corrective action, what are we doing to fill those vacancies? Mrs. Holliday explained there is not a large pool of applicants who are choosing not to work in lieu of going to one of those schools. Ms. Phelps again said but they are not going to these schools, because of the number of vacancies. Mrs. Holliday responded that some of the applicants' certifications may not match the need at the school, i.e. there is a very shallow pool of high school English teachers, which is what is needed at Woodlawn, and the principal has actively looked at the applicant list to try and fill those vacancies. Mrs. Holliday further explained that she personally went to LSUS recently to recruit with the student teacher pool; and out of 32 graduating in education, there was only one student that will be certified to teach math at the conclusion of student teaching, and there was no one certified in special education, another critical area. Mrs. Holliday also explained that staff conducts a meeting with student teachers from all the area colleges and universities in an effort to attract them before they graduate. She said the meeting is held in the Teacher Resource Center, they are given a tour of the Center, and an effort is made to recruit them and route them to the vacant positions in the coming school year. She added we also have recruitment teams going to all the area universities on almost a weekly basis. Ms. Phelps said she understands this, but she doesn't understand if staff is saying we have not had any applicants in these areas? However, the bottom line is these vacancies are still not filled. Mrs. Holliday also stated that sometimes the principals may interview the applicants and feel the applicant may not be the most qualified person for a particular position. Ms. Phelps said this is something we may need to look at, and asked Dr. Robinson about her comment on centralized staffing. Dr. Robinson explained that when many of the veteran educators came into the district, they were assigned to a specific school and met the principal of the school the day they reported to school. Ms. Phelps said she would like to see us move in that direction the next school year. She asked if staff could prepare a report; and if needed, the board may need to revise the policy to reflect that we follow this procedure. Mr. Burton stated that we cannot make a person go to a certain school. Ms. Phelps stated then we can encourage our principals to fill these position. Dr. Robinson responded staff is doing so. Ms. Phelps also said that she was aware of some of the vacancies since she had requested a list from Woodlawn, and she asked the board to remember if the principals are not filling the positions, they are still going to be open and we will continue to be in this situation. She added she is not certain if it comes from the hiring process or holding the principals accountable, because she has had concerns expressed in her community that principals are not really being held accountable for the process in the schools. She added that whatever we can do to begin filling these positions, we need to do; and a principal may not feel a candidate is the right person; but if that person is certified to teach in a particular area where they are needed, they need to be given a chance.

Mr. Rachal asked if the board is still discussing agenda items? Mr. Burton responded the item is the High Priority Schools' needs. He added that everyone knows the problem and while it is crucial that it be discussed, the staffing problems have been there for a long time, and asked the

board to move forward with the agenda. Ms. Phelps said she agrees, but we need to do something different.

Mrs. May stated that when she came to Caddo from Monroe City Schools, she was told to report to Northwood High School and that is where she went. She said there wasn't anyone telling her she shouldn't go to this school, but she is getting feedback that this is happening today. She asked that when applicants are interviewed, that they are sent where they are needed. She added that site-based management may not be the best thing and we may need to operate from Central Office. She asked the board to come together to help our students become productive citizens in our community and noted the need for a work shop between the board and the staff to address these concerns.

Mrs. Crawley stated she believes the medical community is ahead of the education community in hiring, because of the critical shortage of nurses. She said during a nursing student's last year, a hospital adopts a student, educates them through their hospital and the nurse upon graduation is required to work for them a certain length of time. Mrs. Crawley said she believes our grantwriter could assist in our AU schools getting grants to do something similar with student teachers. She also said she believes another reason we are coming up short of teachers in some of these schools is she believes it is important that principals work 12 months as she has received numerous call where teachers are trying to get jobs and can't get an answer from a Caddo principal before a neighboring parish principal. She said she believes our principals do not need to go home for the summer until these positions are filled, because their job is not done until the positions are filled. Also, she referenced a program another superintendent uses called "Bring a Teacher", and teachers are provided an incentive when they come to Caddo and bring another teacher with them.

Mrs. Crawford stated she believes there is a need for a comprehensive program and shared with the board experience in her teaching a chemistry lab at LSUS, and the students in that class are science majors. She said in talking with these students, they don't always know what they want to do; but when she brings up the possibility of teaching, there seems to be an aversion to it. She said she believes as a parish we should spend a little money, and develop a program to market teaching in the local area.

Proposed School Board Policy Regarding Extended Sick Leave for Classified Personnel.

Mr. Ramsey asked the superintendent for some accurate numbers on how the various items on the agenda will impact the budget, understanding the commitment to Bethune also. Mr. Ramsey also asked legal counsel if he wrote the proposed extended sick leave policy for classified employees? Mr. Abrams said he did not; he just received it today. Mr. Ramsey inquired if legal counsel has had an opportunity to review it and determine if there are any problems with it? Mr. Abrams responded he had not but he does know it is different from the teachers extended sick leave policy. Mr. Ramsey asked if a projected cost could be provided on this item also, as well as where the projected funds will come from, as he guesses the General Fund. Mr. Ramsey asked Mrs. Crawley if she had written the proposal, and Mrs. Crawley responded that she did and gave it to Mr. Abrams to review and rewrite, as what she provided was her ideas. Mrs. Crawley noted the numbers staff provided on the no-pay status and she has asked staff for some follow-up information. Mr. Ramsey asked Mr. Abrams if he will have a report on this item in time before the board meeting and Mr. Abrams said he would. Mr. Abrams further explained he is almost 100% certain the board can do this, however, there is going to be a comparison to the board policy and state law. He added this policy is not required by state law as the one for teachers extended leave, and this policy would be voluntary on behalf of the board. Mr. Ramsey asked Mr. Abrams to distinguish this for the board. Mr. Abrams explained state statute says that the district shall provide extended sick leave to teachers and lists the parameters, including that extended sick days are transferable to other districts. He said also included in the statute is that some of the money sent to the district will be used to fund it. Mr. Ramsey recalled a motion brought before the board on the donation of sick days and how the board charted some troubled waters to get the policy we currently have in place, and asked that legal counsel comment on this policy. Mr. Abrams responded we are still encountering issues with this policy as to how it should be implemented, and the board will possibly hear a grievance in the near future as a result of recent board action to amend the policy. Mr. Ramsey also asked the superintendent to provide in the mailouts the information on comparisons on substitute teachers.

Mrs. Bell asked if it is correct that a teacher only receives 65% of their salary when on extended sick leave? Dr. Robinson said that is correct. Mr. Lee further explained the remainder of the money goes to offset the cost for the substitute for that position.

Resolution to Accept Bid on QZAB Certificates of Indebtedness. Mr. Rachal stated his support of this item and commended Hancock Bank for providing the \$1.5 million interest free.

Caddo Educational Excellence Fund. Mr. Rachal inquired about the process for doling out the CEEF funds and if they have always been distributed this way or are there other options on how it can be distributed? Jim Lee, director of finance, explained that each year, when it is determined how much interest we will receive off the CEEF trust fund, a meeting is held with representatives from the school system from principals to teachers to Central Office staff to determine the best way to divide the interest. He reported that we are doing it the same way it has been done for the past 10 years, which is a tiered system. He explained that each year trying a different approach is discussed and the committee as a whole has agreed to keep it this way. He also reminded the board that he only provides the numbers and staff doesn't have a vote in this process, nor does staff tell the committee how it believes it should be done. Mr. Rachal said in getting almost \$700,000, and when you look at the tally over the past years, he believes a needs analysis should be done. He noted that each school is getting approximately \$9,000 and he wonders if the \$9,000 is meeting a big need, or can the funds be used differently. Mr. Lee explained that it does meet specific needs at different schools and that funds left over do not come back to Central Office, but the money stays at the school until it is spent. He explained some schools save it toward a particular project, i.e. some more computers, software, etc. Mr. Rachal said he doesn't believe it is well coordinated, and asked who makes up the committee? Mrs. Anderson responded that the Caddo Educational Excellence Fund was originally established with input from school board members and the Legislature. Regarding the spending, she explained the law is very specific as to how the money can be spent, and that is directly to the classroom and classroom teachers. Mrs. Anderson said when CEEF began the composition of the committee was majority teachers since the interest from the gaming money must go directly to the classroom. She said there is opportunity for board representation on the committee, and staff sits in only as liaisons for the process. Mrs. Anderson also explained that when the committee was originally set up, there was a drawing among the 76 schools so they could be represented and continuity would occur, and members would serve for four years and they rotate off, and to date we have not exhausted the 74 positions. She also confirmed that each year this committee goes through basically what Mr. Rachal is asking – how can we do this differently – and by consensus, they always determine this is the better way. She added the first year, the fund had not accumulated a lot of money, so the committee opted that year not to take anything, but to continue to let it grow. She also explained in distributing the interest money, it can only go to the classroom and cannot be used for reoccurring costs, i.e. salaries, but for classroom or school enhancements. Mr. Rachal said he believes the option presented is a good option, but he believes it would be interesting to see if this group as a whole has looked at the district as a whole and the needs as a whole, as he is unsure what other options they looked at. Mrs. Anderson responded that the committee looks at options taking the whole pot and splitting among 74 schools and each school usually has specific needs within their school building that they are wanting to address, and Central Administration does not dictate parishwide as to how the 74 schools might spend the money. Mr. Rachal asked for clarification in that law dictates this? Mrs. Anderson confirmed and that the money must go to the classroom and cannot be for reoccurring costs, but only for instructional enhancement within the school building. Mr. Rachal asked if there is any reason why the board can't ask for a "needs list" from the schools, similar to capital projects, and the board could address those needs. Mrs. Anderson again stated that the way the legislation is written keeps that from happening and further explained that the board could sit in on the committee as staff does in an ex-officio capacity, but we do not have a vote; because the requirements by legislation specifically say that if there are 17 members on the committee, 14 must be teachers, because it is for them. Mr. Rachal asked if the board has the option to accept or not accept the recommendation from the committee? Mrs. Anderson said she believes if the board wishes to send it back to the committee, it has that option. Mr. Rachal stated he is not saying he disapproves what the committee is recommending, but he would like for it to be looked at differently next year. He believes some of the schools are banking on getting this money and probably have already spent it; but there are some really big needs in the schools. Mrs. Anderson stated that staff can provide a list of the needs, and reported there is a close accountability on what the schools use their money for, and she believes the board will be real pleased with this list. Mr. Lee also explained that in the CEEF audit presented to the board

last month, one of the documents included this information. Mr. Rachal thanked staff for the clarification and the understanding that it is the law that dictates who is on the committee, but the board may be requesting that this committee look at some long-term goals and needs and possibly retain 15-20% to grow for some long-term needs. Mrs. Anderson again stated this was done the first year and also if it is long-term, it will have to be for the schools.

SACS Report. Mrs. Crawford asked that staff immediately address the situation in the SACS Report regarding the windows in the Byrd building that are not nailed shut; because they are very difficult to raise, and once you raise them, they either break (become a guillotine) or fall out, which she believes is a very dangerous situation that needs to be addressed immediately.

ADDITIONS

Parking Lot at Linear. Mr. Steve White explained that staff met with the principal and shared that information with the board. He reported that after counting the actual spaces at Linear, the number was within three or four of the number he was looking for. Mr. White said staff has put together a plan, and explained the possibility of redoing the parking in the front loop to angled parking rather than parallel parking which will provide space for approximately 20 cars at an approximate cost of \$85,000-\$90,000. He added with direction from the board to move forward, staff will do what the board approves. Mrs. Hardy asked that this item be added to the agenda.

Mrs. May requested that *Modification of Organizational Chart and Job Description for Assistant Superintendent of Support Services* be added to the March 18th agenda.

Mr. Ramsey requested that *Televising CPSB Meetings* be placed back on the agenda, and that he understands something is being developed on the position that will take care of the videoing requirement. Ms. Phelps asked if board members will be receiving information on the costs and who the staff person might be, if the meetings will be televised live or will they be recorded. Burnadine Anderson responded that staff is working on this request and all the material will be provided to the board. She stated the meetings will not be live, but will be shown during a designated time. Ms. Phelps stated that is what she understood it would be. Mr. Ramsey stated he understands Comcast will possibly only allot us a two-hour time slot, which means the board may see if it can hold the meetings to two hours. Ms. Phelps asked if the staff person assigned this task will also be editing the tape? Mrs. Anderson responded staff is still working on all the logistical concerns and will provide the information to the board prior to the meeting. Ms. Phelps also noted that Mrs. Crawford requested the anticipated number of viewers based on the other governmental bodies and asked if this information will be a part of the report. Mrs. Anderson responded it will. Mrs. Crawley stated that she had visited with other governmental officials who said that while TV sometimes becomes more of a show, web cam capability on web sites might be a better option to invest in, and she shared how she has used this option in looking at superintendents in other school districts during the search process.

Paperless Board System. Ms. Phelps stated that when the board met with the BoardDocs trainer, the feasibility of having audio capabilities for the public to have access to the board meeting audio was discussed and the board was told it could be available at a cost. She asked staff to provide information on this and other options that might be available for the board's consideration through this program so the program can be utilized as much as possible. She also asked if there are not capabilities on the current program to clear the vote on an item and begin the vote again? She also asked if there is a capability for board members to notify the board president to speak? Mr. Brown explained that the voting mechanism is not a part of BoardDocs, but it is a completely different software, and that the voting tool Board Docs offers does not allow for a 2/3 majority vote on a motion, which this board periodically needs. He added staff has asked Emerald Data Solutions to look at adding this to the software package and at such time this function is added, staff would propose converting to their voting mechanism. She also asked about the capability of clearing a motion and the board being able to revote on a motion? Ms. Phelps also asked about the capability through this program to notify the president of the desire to speak without raising hands. Mr. Brown said that is not a component of this software. Ms. Phelps indicated she was not aware of this. Ms. Phelps asked if staff is looking into another system to allow this? Mr. Brown said if that is the board's desire, staff can look at this. Ms. Phelps inquired about other features that might be available for board members to use/take advantage of? Mr. Brown explained that all the features were discussed during the training and three features were highlighted: (1) the 2/3 majority vote issue, (2) the ability for board

members to be able to make notations on individual agenda items that will be stored on individual board member laptops, and (3) the audio recordings. He further explained staff is currently recording every board meeting, but not as part of the BoardDocs system. BoardDocs does have the capability to add audio in its system and capture the audio through BoardDocs, at a cost. Ms. Phelps asked that information, including costs, on these various options be provided to board members. Mr. Brown reminded the board that, when considering this program, it was hesitant to making a long-term commitment before trying it, thus the district only authorized a one-year contract. She also said that the Parish Commission added a web cam page on their meetings and asked if we have this capability? Mr. Brown explained that this system does not record video, but there is an item on the agenda for televising the meetings, which he assumes will be recorded since it will be shown at a later time and not live. Ms. Phelps said that the CPSB is a part of the governmental bodies in the City and they have long passed us in technology having added live capabilities, web cam, etc. She noted that she had asked staff to get with these governmental bodies so we would not be reinventing the wheel, but possibly using the same persons they were using.

Mrs. Armstrong stated she has discussed with other board members the difficulty in going through multiple steps to get into Caddo's web site and asked staff to look at the possibility of streamlining the system so it is possible to get directly into it.

Ms. Phelps also asked if there are two SPDs at Caddo Middle Magnet? Mr. Murry responded there are two different ones that work at Middle Magnet, but not at the same time. Ms. Phelps indicated she believes she saw two at the same time, and asked if one of them is SPD and one is a SRO? Mr. Murry said no, there are two security coordinators and one SRO.

Pay Raise for ISS Employees. Mrs. Bell said she learned there are 73 ISS employees in the Caddo system; and if they work everyday, their annual salary is \$9,000. She said she is hurt and embarrassed about this, because these employees work very hard in the classrooms. She said she would like to see the board approve increasing these employees' salary to \$65 a day, which will move their annual salary to \$11,000. Mrs. Bell said she is proposing that ISS employees with a two-year degree be paid \$60 a day, and a four-year degree \$65 a day. She said the principals need these employees on the campus, and they do not want a different person every day. Mrs. Bell explained this will cost the district approximately \$190,000-\$200,000 a year and asked the board to support this item as a way to thank these employees for what they do.

Pay Raise for Substitute Teachers. Mrs. Bell stated she has spoken with staff and Mr. Lee will provide additional information on how much it will cost to raise the pay for substitute teachers. She said these employees do what the teachers ask them to do in their absence, and she is asking the board to approve an increase to \$55 a day for a non degree substitute, \$60 a day for a two-year degree, \$75 a day for those with a four-year degree, and \$100 a day for long-term subs after 10 consecutive days in a position. Mrs. Bell said she believes we need to consider what other people are making and asked the board to support this item which is about children.

Tammy Phelps stated she too would like to know how these items will impact the budget, and with a new superintendent coming in, she would like for that person to look at this item. She said she is not against a raise for anyone, and she would like to see some incentives for our teachers to stay in the classroom. Ms. Phelps inquired about the first budget meeting and she would like to see these items as proposed budget items in addition to the other items that will be coming up. She said there are many priorities as it relates to the board's financial obligation and she would like to look at everything as a whole.

SUPERINTENDENT'S REPORT

President Burton reviewed the Superintendent's Report and the following items were removed: 10.03, 10.04, 10.05, 10.06, 10.08, 10.09, 10.14, 10.16, 10.17, 10.21, 10.24, 10.25, 10.26, 10.27, 10.28, 10.30, 10.31 and 10.32. Items added under Superintendent Report include (1) new real estate appraisal on Building 6 (Armstrong), and (2) Cost for Fixing the Concrete at Riverside (Crawford).

CONFIRM THE AGENDA AND CONSENT AGENDA

Mr. Burton recommended items 7, 8 and 9.01-9.06 and 9.14-9.15 as the consent agenda. *Ms. Crawford moved, seconded by Mr. Burton, to approve the proposed agenda and consent agenda for the March 18, 2008 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jackie Lansdale, president of the Caddo Federation of Teachers and Support Personnel, addressed the Board on Bethune and Other High Priority Schools and reported on the Federation's opportunity to speak with employees at Bethune and learn that things are better there. She said there is still concern about the textbook shortage at Bethune in a couple of Social Studies (she believes) classes. She encouraged the board to ask teachers what they think and why they choose certain schools. Mrs. Lansdale also encouraged board members to visit the Louisiana Federation of Teachers website and view the "Six Questions in Six Weeks" survey. She said there has been an overwhelming response from teachers on relevant issues other than just pay. Lastly, Mrs. Lansdale expressed appreciation to Mrs. Gunn for attending the Federation's Support Personnel Conference and to Cleveland White for bringing greetings. She also invited board members to attend the "Most Improved Students" banquet on May 1st, with Sheriff Prator as the keynote speaker.

Billy Wayne shared with the board his thoughts on the board members' comments on improving education in this district, in particular the comment that site based decision making isn't the answer and if it was, many of these same schools would be improving. He said education is one of the few businesses he knows where you can continue to get the same results and continue to have the same persons doing the same thing over and over again. Mr. Wayne said the system needs to look at becoming a vocational/dual tracking system in education, because we will not get different results if we continue doing what we have been doing. He said the board will need to make the tough decisions to move the district forward, put leaders in position to make these tough decisions, and not allow associations to make the decisions that the board has been elected by the citizens of Caddo to make. He asked the board to take a strong look at the programs already in place and build on the strengths within the district without reinventing the wheel. If not, money will continue to be spent on those things that are not necessary, but only politically feasible.

Tammy Phelps asked that staff inform all board members about serious situations in the schools.

Adjournment. *Mrs. Crawford moved, seconded by Mr. Burton, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 6:39 p.m.*

March 4, 2008

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at 6:40 p.m. (immediately following the Executive Committee/Board Work Session) on Tuesday, March 4, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Mr. Guin and Ms. Priest were absent. Also present was Wanda Gunn, interim secretary, and Reginald Abrams, legal counsel. The prayer and pledge were omitted.

President Burton announced that Mr. Guin and Ms. Priest are out of town.

Bethune and Other High Priority Schools. *Mrs. Bell moved, seconded by Mrs. Armstrong/Mrs. Crawford, to accept the Memorandum of Understanding between the Caddo Parish School Board and the State Department of Education relative to Bethune Middle Academy as submitted. Vote on the motion carried with Ms. Phelps being absent for the vote.*

Reading Specialist – Job Description: *Mrs. Bell moved, seconded by Mrs. Crawley, to approve the proposed reading specialist job description as submitted. Vote on the motion carried with Ms. Phelps being absent for the vote.*

Revisions to 2008-2009 School Calendar. *Mrs. Bell moved, seconded by Mrs. Hardy, to approve the proposed revisions to the 2008-2009 school calendar as submitted. Vote on the motion carried with Ms. Phelps being absent for the vote.*

Superintendent Search. Burnadine Moss Anderson, executive assistant to the superintendent/communications, shared with the board an update on the Superintendent Search process, highlighting activities to date and those for the months of March, April, May, June and July. She reported that those working with the board from the board-approved consultant of BWP Educational Leadership Consultants and Associates will include Dr. Nolan Estes and George McShan, former president of the NSBA. Mrs. Anderson reported today the board will be asked to authorize the position announcement by the consultants, and she highlighted the timeline that includes development of promotional materials between March 5 and 11 and the consultants visit with the CPSB between March 17 and 19. She explained between March 17th and 19th, the consultants will be available for input meetings with individual board members, or in a work session prior to the board meeting on the 18th, which allows an opportunity to provide the consultants individual as well as collective ideas on the superintendent for Caddo. Mrs. Anderson also reported staff will continue to provide updates at the regular monthly meetings and at the executive committee/work session meetings. She also stated additional input meetings with the advisory committee and community can be scheduled as directed by the school board. Mrs. Anderson explained the consultants, board and staff liaison will finalize the brochure, and the consultants will be searching during April, building the candidate pool for Caddo by the deadline of May 9th for receiving applications. Mrs. Anderson announced the consultants believe the work can be completed and a superintendent hired by June 12th, with an anticipated start date of July 1st.

Mrs. Armstrong moved, seconded by Mrs. Crawley, that a work session be called for March 18th from 3:00 until 4:15 p.m.

Ms. Phelps moved, seconded by Mrs. Crawley, that we accept the action of individual times for board members, if they so choose, to meet with the consultant, as well as the work session from 3:00 to 4:15 p.m. Mr. Ramsey stated he doesn't have a problem with this motion as long as the consultants understand that no one board member can act on their own. Mrs. Bell asked about times individual board members may meet with the consultants? Mrs. Anderson said she would visit with board members to determine a time. Vote on the substitute motion carried with Board member Hardy opposed and Board members Burton, Crawley, May, Phelps, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

Mrs. Armstrong moved, seconded by Mrs. Hardy, that there only be two other input meetings, one with the Citizens Advisory Board and one community input meeting. Vote on the motion carried unanimously.

Mrs. Armstrong moved, seconded by Mrs. Bell, to authorize Mrs. Anderson as the board's liaison to coordinate the materials and all other actions with the consultants to begin the advertising of the vacancy. Mr. Rachal asked for clarification and if the board is authorizing the firm to do the advertising or the staff to do the advertising? Mrs. Anderson said the advertising will be done by the firm, and staff will work with them on those mechanisms which we already have on hand. Vote on the motion carried unanimously.

EXECUTIVE SESSION

Student Readmission Appeal Hearing. *Mrs. Crawford moved, seconded by Mrs. Hardy/Mrs. Armstrong, to accept staff's recommendation for the student with initials D.P. Vote on the motion carried unanimously.*

Litigation Update Regarding Letter Dated February 8, 2008 Regarding the Complaint on Behalf of Students A.B., D.C., A.C. and Others Similarly Situated. *Mrs. Crawford moved, seconded by Mrs. Crawley, to go into executive session for up to 10 minutes for the purpose of hearing a litigation update. Vote on the motion carried and the board went into executive session at approximately 7:23 p.m. following a 10 minute recess.*

The board reconvened into open session at approximately 7:33 p.m. *Mr. Ramsey moved, seconded by Mrs. Armstrong, that the attorneys be authorized to file a due process complaint as a result of the findings from the state monitoring of special education. Vote on the motion carried unanimously.*

Adjournment. *Mrs. Hardy moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:35 p.m.*

Wanda Gunn, Interim Secretary

Willie D. Burton, President

March 18, 2008

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, March 18, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Phillip Guin, Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Interim Superintendent Wanda Gunn and Legal Counsel Reginald Abrams. Ms. Phelps led the prayer and the Pledge of Allegiance.

CONSIDERATION OF MINUTES OF THE FEBRUARY 19, 2008 AND MARCH 4, 2008 CPSB MEETINGS

Mr. Guin moved, seconded by Mrs. Armstrong, to approve the minutes of the February 19, 2008 and March 4, 2008 CPSB meetings as submitted. Vote on the motion carried with Mrs. Hardy being absent for the vote.

ESTABLISH THE AGENDA AND THE PROPOSED CONSENT AGENDA

Mr. Burton announced that with no objection, Item 9.18 (Superintendent Search) will be moved up to 9.01. He also announced Items 7, 8, 9.01, 9.03 through 9.06 and 9.09 as the consent agenda. Mr. Burton also announced that Items 9.08 *Revisions to CPSB policies GCO and GCO/GCCA Professional Staff Promotions* and 9.14 *Proposed School Board Policy Regarding Extended Sick Leave for Classified Personnel* are postponed.

SPECIAL RECOGNITION

Board member Phelps stated that the Louisiana School Boards Association annual convention was recently held in Shreveport and shared highlights of some of the events in which Caddo students from Woodlawn, Booker T. Washington, Fair Park and Green Oaks participated in a Teen Summit. She stated that the City Council and Parish Commission allowed this to take place in the Council Chambers where members of the Council, Commission, Sheriff's office, Shreveport Police Department, Mayor's office, and other school board members shared with the students information on numerous topics. Ms. Phelps shared with the board a powerpoint of pictures taken of the students and speakers during this event. She added this event was such a success that the Caucus of Black School Board Members has chosen to sponsor this activity at next year's convention in Lake Charles. She thanked all those who participated for their interest in providing this opportunity for the students and to CocaCola and Sam's Club for providing the refreshments for the students, and for Ashley Northington's positive article, a copy of which was given to each board member. Mr. Burton also congratulated Ms. Phelps on being elected First Vice President of the Louisiana School Boards Association.

BETHUNE AND OTHER HIGH PRIORITY SCHOOLS

Superintendent Gunn shared with the board information on a grant that was submitted for funding student incentives for academic achievement, behavior and attendance at Bethune Middle Academy and all schools in academic assistance. Mrs. Gunn stated that priorities have been set in filling vacancies at the AU schools and that a specialized teacher job fair for the AU schools will be held Saturday, April 12th in the Professional Development Center to give these schools two weeks to attempt to hire teachers before the District's regular job fair is held on April 27th. She also provided a copy of Bethune's Reconstitution Plan which has been reformatted to include the requirements of the MOU approved by the board on March 4th.

Ms. Priest stated appreciation for the effort and work done for Bethune and the work that will be done in the future to meet the state's requirements. *Ms. Priest moved, seconded by Mrs. Hardy, to approve the proposed budget for compensating Bethune's staff for completing additional summer work at Bethune Middle Academy in order to address the requirements in the memorandum of understanding, the revisions to the reconstitution plan and activities outlined in the school improvement plan.*

Ms. Priest said this will allow for the planning in the summer for the transition to a reading focused school day. She added that in the assessments of the feeder schools for Bethune, it was

discovered that many of the students coming into Bethune are reading at a third grade level and it is hoped that this plan, along with the other incentives in place, is what is needed to help these schools. Mr. Guin reminded the board president the necessity to poll the audience on this item since it comes before the visitors' time on the agenda. Mr. Ramsey stated that many believe we have surplus funds and noted at board members' stations information on the impact various recent requests have on the 2008-09 general fund budget, i.e. additional funding for the staffing increase for Bethune of approximately \$1.3 million of reoccurring expenses, and how the surplus will become smaller as requests further in the meeting are addressed. He said this is a commitment and he looks forward to seeing it work. Mrs. Bell said Bethune is in an on-going situation and while the other schools will be ending their school year, Bethune's staff will not, but will be doing whatever it takes to prepare for the next year, and she believes that whatever it takes to help these students, that's what the budget is for, to enhance student learning.

Vote on the motion carried unanimously.

PRESENTATIONS AND RECOGNITIONS

Burnadine Moss Anderson, executive assistant to the superintendent/communications, on behalf of the CPSB and staff, made the following special recognitions. The president and superintendent greeted and presented each honoree with a certificate/award. Administrators, families and friends present were also recognized.

Prudential Spirit of Community Awards. Neha Jain, Caddo Magnet High School, was recognized as last year's outstanding volunteer service award winner to the community for her implementation of the cleaning supplies project to benefit the YWCA Family Violence Shelter and for founding the YWCA Youth Board to conduct volunteer projects in our community. Carter Boyd, student at Caddo Middle Magnet, was recognized as this year's winner for his winning entry BAGS (Be a Good Sport), a project whereby sporting equipment is collected for students in need, even setting up the pick up and drop off points. Carter will receive \$1,000 and will travel to Washington, D. C. in May.

LHSAA Ladies Top 28 Class 5A State Basketball Champions. Mrs. Anderson announced that the Southwood Lady Cowboys are the LHSAA Ladies Top 28 Class 5A State Basketball champions, having achieved this accomplishment for the past 10 consecutive years in addition to two years being runners up. Principal Ken Wood presented the following Southwood basketball team members: Whitney Gadston, Brianna Gatlin, Jasmine Grant, Jasmine Holden, Recotia Kendalls, Raven Miller, Brittani Sanders, Jessica Savannah, Tyra Snow, Kayla Walker, Manager Theresa Infonta, Assistant Coach Jana Thomas (former player for Southwood), and Coach Steve McDowell.

LHSAA State Championship in Soccer for 2007-08. Mrs. Anderson announced that the Caddo Magnet High School Boys Soccer Team recently won the LHSAA State Soccer Championship in Shreveport in February, and also are 2nd in the nation. Queen Snyder, assistant principal, recognized the following members of the 2007-08 Caddo Magnet High School varsity boys soccer team, seven of which are seniors that have all played together since 2004: Jordan Abdahu, Alex Blanden, Dillon Bouie, Steven Bush, Ethan Colbert, Jimmy Kohls, Captain Nick Flowers, Chris Hillario, Spencer Inman, Spencer Johnson, Zack Kelly, Victor Like, Dorian Long, Jordan Mitchell, Amad Nuabi, Herjarez Nuabi, Alex Payne, Robert Pool, John Reeks, Michael Reeks, Luke Snow, Justin Therisiano, Jack Waterman, Adam West, and Head Coach Roddie Falto.

National Board Certified Counselors. The following were recognized for attaining national board certification status: (1) Jennifer Campbell of Captain Shreve, (2) Ann Stohl of Linwood, and (3) Donna Jones from Northside. Mrs. Anderson announced that checks for \$1,000 also will be presented to these from the board for their certification.

Volunteers of America. Leisa Edwards, middle school director, introduced Chuck Meehan, the CEO for Volunteers of America, and Lisa Brandaberg and Aimee Donald. Mr. Meehan thanked the board for their support and shared with the Board a powerpoint presentation on the Lighthouse Program and the success this program has seen in its participants. He reported that the Lighthouse Program began with the assistance of Mrs. Eddie Jones in the 1980s to help children and families from Ledbetter Heights break the cycle of poverty. He said this is a year-

round program, after school and summer academically-based program to help students with their skills and hopefully assist them to become productive citizens in the community. The difference in the Lighthouse Program and other after-school programs, is they are not only concerned with what happens with the kids between the hours of 3 and 6 p.m., they attempt to address what is going on in the households of these students in order to make long-term gains. Mr. Meehan said there are currently sites at six Caddo Parish Schools, 4 elementary (Ingersoll, Central, Barret and Creswell) and 2 middle schools (J S Clark and Linear). He said they are in these schools to complement the principals and partner with them. He also thanked staff, and previous staff, for their support in the opportunity in 2003 to acquire Federal funds and for the formation of this partnership for providing the Lighthouse After-School Program at school-based sites. Presently, there are over 600 students enrolled in the program and he shared statistics on the success of the program and in the lives of those who have taken advantage of the opportunity. He stated the success of the Lighthouse is to engage children as young as possible and stay with them through high school and beyond, as their motto is “once a Lighthouse Kid, always a Lighthouse kid.” Mr. Meehan also shared with the board appreciation for the partnership with the school system, because it was through the availability of 21st Century funds, and other available monies, that the program was able to serve over 600 students as opposed to 100 students. He said they believe these partnerships are necessary to reach not just hundreds of students that need these benefits, but the thousands of students that are in need of it. He said also the provision of school sites, transportation, security, janitorial and other services by the school system has also been an important element in the program’s success. Mr. Meehan ended his report by sharing with the board that Mrs. Eddie Jones was a wonderful volunteer for The Lighthouse and toward the end of her time, he said to her that having done so much for others, wasn’t it time she slowed down to which she responded, “she worked for the Lord and He didn’t have a retirement program.” He said they use this quote to continue to inspire the staff and volunteers of their program so they are encouraged to continue to work and do what needs to be done.

Recess. The board president called for a brief recess at approximately 5:20 p.m. and the board reconvened in open meeting at approximately 5:23 p.m.

VISITORS

Billy Wayne addressed the board on behalf of the West Shreveport Alliance, which is comprised of the presidents or their designees of 13 neighborhood associations, who are concerned with strengthening the economic development, safer neighborhoods, high standard living and a high quality of education for the children and residents in their area. He recognized those members present and noted that most of the Alliance is located within District 12. Mr. Wayne stated that the School System is to be commended for its many achievements and improvements in the academic skills and athletic arena. He noted those schools in the system, some of which were recognized at today’s meeting, who are at the top, or near the top, in standardized test results since the inception of the tests, and these schools are those who constantly rank in the state. He said there are others whose diversified curriculum allow them to excel in a competitive vocational market and still others who excel in academic, as well as athletic, bringing recognition to themselves and the system. Mr. Wayne noted that while he is an athletic advocate, he realizes that less than 3% of high school athletes will earn their living in their sport. He said it is for this reason that the system must continue to educate all of our children and give the best possible academic and vocational assistance we can. He said there is a great disparity in this system between the schools that have and the schools that do not have and noted the decrease in enrollment in many community schools with the prospect for growth not looking good. Mr. Wayne said these schools, for whatever reason, consistently lag in academic acceptability; and new residents to the city, as well as residents living in these communities, will not send their children to these schools despite the efforts that have been made to revive and finance them, and attaching the label of a magnet component at these schools only adds insult to injury when the magnet component dies within the school. He said the label of highly qualified is perhaps the greatest example of ignorance in education labels in recent memories. The members of the Alliance recognize that many of the concerns stated are systemwide and many school programs appear to be or have become academic casualties and they are seeking help to upgrade the schools in District 12, specifically the Huntington Law Magnet Program which needs new direction. He stated Huntington does not appear to be as marketable as it once was, and the Alliance cannot seek economic development and quality housing growth without education in the area. He closed his comments by explaining that his referral to “whatever the reason might be” throughout his comments just might be that those who have been given the task of system

accountability have relegated themselves to district preference and administrative favoritism. He said this is not the message that needs to be sent as the system conducts a search for our next superintendent. He said this is a system thing and asked the board to help them save the communities by doing whatever is possible to save the schools.

Curtis Hooks, retired principal, stated he believes we are in trouble and referenced the recent articles in the newspaper regarding subs and the fact there is no one entering college and majoring in education. He shared his experience as a principal and how difficult it was to get qualified subs in the classroom, and how important subs and ISS Facilitators are, and asked the board to consider this when looking at raises for these employees.

Ethel Harrison, District ISS Facilitator, addressed the board on the proposed pay increase and that as an ISS Facilitator, she believes this is a much deserved raise since these employees have not been seen one in at least nine years, despite the fact that paraprofessionals have received an increase. Mrs. Harrison noted the responsibilities of the ISS facilitators and thanked the board for its consideration.

Lawrence Hart, Interfaith Organization, stated that Interfaith is a coalition of institutions, churches, synagogues, and mosques, dedicated to providing a way to have a voice in decisions that affect their families. He said they are Christians, Jews, Muslims, Black, White and Spanish speaking, and have made a conscious decision to work together despite any individual differences and are devoted to developing the community for positive effects and outcomes. He said while they do not take monies from any governmental sources, political candidates or those in office, nor back any political candidates, but they do come together to work for the common good of the citizens in the community. Mr. Hart said what happens in Shreveport affects the entire North Louisiana region and they have a desire to be a blessing in this community.

Lois Scheig, League of Women Voters and a member of Interfaith, addressed the board on the desire for Interfaith to begin to build a relationship of trust with the school board members. She said it is important to work together in addressing the issue of public education and how we might make public education better. She stated they are pleased there will be a series of meetings to keep the community informed on the hiring of a new superintendent.

Ruth Wilson Bryant, Interfaith, thanked the board for the opportunity to speak to the board on suggestions relative to the criteria for a successful candidate for the new superintendent and that this person should be one that focuses on children by getting out into the community schools and building a relationship of trust with parents. She said that person should also have an understanding and experience in working with diverse cultural backgrounds as well as experience in working with budgets and the resources needed to benefit all schools. Mrs. Bryant also said a superintendent should be able to clearly articulate a concise, but powerful, vision of what they wish to accomplish for Caddo schools in their tenure with Caddo Parish Schools.

Father Frank Hughes stated that Interfaith believes the next superintendent should work hard to reduce the drop-out rate and to ensure that students graduating from Caddo Parish schools can enter college level courses without remediation. He said they believe graduates entering the work force should be fully prepared for high skill and high wage jobs. He said Interfaith will respect the decision of the board and will work with whoever is chosen to be superintendent and not try to influence the board's decision, but hopes that the finalists will have an opportunity to visit with community leaders so they may hear what their qualifications might be. Regarding the 6-6 split vote along racial lines, Father Hughes said he wants the board to know Interfaith is fully and deeply committed to work together across racial and religious lines and that it is vital that the next superintendent is able to work for the best interest of all students and schools and be able to fashion a school district fully able to deal with the diverse population of Caddo Parish. He also announced that an Interfaith leader will be contacting the board regarding setting up one-on-one meetings to further introduce their organization to the board.

Charlotte Sanders, 29 year paraprofessional employee of Caddo Parish, addressed the board on the proposed extended sick leave policy. She shared with the board that she is currently on leave without pay because she has used all her available sick days as a result of a broken arm and hip replacement surgery. She said she is unable to use the sick leave bank and will have to return to work on April 1st because of her financial situation. She referenced the availability of 90 days sick leave available for teachers and bus drivers every six years and that she is pleased the board

is considering this type of benefit for all the employees and encouraged the board to treat all employees fairly including the classified employees and allow them the benefit of 20 days extended sick leave for catastrophic illnesses.

Frederic Washington addressed the board on the lack of teachers in the failing schools. He said he is disturbed about this and doesn't know how we can expect the schools to improve this year when, for example, one school doesn't have three Math teachers. He said he believes that if the district can invest in innovative things such as air conditioned buses, then the least the board can do at the beginning of each school year is to ensure that the schools are fully staffed with personnel that can educate our children. He said putting the students in classrooms without certified teachers is like putting fish in a bowl with no water and expecting it to live. He said it defies logic and makes no sense for a school district to force administrators to drop teachers in a surplus because they do not have a certain number of students and then when schools starts, you are without teachers. Mr. Washington said it is time to realize that students will not perform well on state mandated tests if they are without a committed teacher an entire semester or school year. He said he believes the administrators should have more authority over retaining teachers especially at the low performing schools. He said keeping teachers in the classroom is important no matter if it is 15, 10 or five students in the classroom, as each child has a right to be educated.

Cedric Choyce, Caddo Association of Educators, addressed the board on the CAE's support of the proposed raises for ISS Facilitators and substitute teachers. He said these pay raises are much needed and are long overdue, and that the board should also look at benefits in the future. He also believes the raise for substitute teachers will help replenish the pool of qualified substitute teachers and asked the board for its support on these items.

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, addressed the board on items of interest to the Federation. She reported on a meeting held this morning with a group of teachers regarding staffing in AU schools and their biggest obstacles in teaching in these schools. Mrs. Lansdale stated that their response closely mirrored the national research, which included lack of administrative support from the school and Central Office, student behavior and the constant distraction of disciplinary infractions in the classroom, classroom disruptions, paperwork, and after school meetings. She shared an example of a local teacher who after one semester transferred from one of the AU schools for reasons that research indicates that teachers, like other employees, must feel safe or they won't stay. She even said when asking teachers if the incentives in the Bethune plan are attractive enough for them to stay, they responded they were not. Mrs. Lansdale said knowing that Caddo is not the only district plagued with this concern, and understanding that we have the programs in place that some of the other schools have in place, she shared with the board programs that other school districts are using, i.e. signing bonuses, pay differentials, scholarship and loan forgiveness, moving expenses, free utility hookups and tuition reimbursement. She also shared other incentives offered in other non-traditional school districts such as Chattanooga, Tennessee, and Philadelphia, Pennsylvania. She encouraged the board to advise the administration to create focus groups and ask teachers what they think will work, what will not and why, to include employees in the decision-making process, and to include the community in the process, i.e. realtors working with the district to provide housing incentives in many of the neighborhoods. She said the Foundation also encourages the board to thoroughly consider the applicants approved for the schools' leaders, leaving the politics aside and putting the best candidates in the position, because when you don't, you exasperate the problem and create a mass exodus of even the most loyal, experienced teachers from that school, and she encouraged the board to research the number of transfer requests and determine if this correlation is not seen. Also, she asked the board to look at the application process and how many potential teachers have been lost because of an archaic process where principals are not working when potential employees are applying. Mrs. Lansdale stated that recruiting and retaining teachers in hard to staff schools is not a perfect science and it will take a strategic mix of the best practices, consideration of the local community, political wheels and financial commitment. She commended the board for the Bethune Recovery Plan, but said it will take more.

CONFIRM THE CONSENT AGENDA

Mr. Ramsey moved, seconded by Mrs. Hardy/Mrs. Bell, to confirm the consent agenda (Items 7, 8, 9.01, 9.03-9.06 and 9.09). Vote on the motion carried unanimously. The following is a summary of the board's action on items categorized as the consent agenda:

Item No. 7

7.01 Personnel Recommendations. Per request from the superintendent, Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following board-approved personnel appointments: Carmella Lewis, counselor at Westwood Elementary School; and Jill Carnie, Professional Development Specialist. These appointments will receive the appropriate salary as reflected by the CPSB Salary Schedule applicable to the position to which they are appointed. Family, friends and school administrators present were also introduced.

7.02 Requests for Leaves. The following requests for leaves were approved as recommended by staff and included in the mailout.

Certified

Catastrophic Leave, March 3, 2008 – April 4, 2008

Melvin, Phyllis, Teacher, Ingersoll Elem., 9 years

Classified

Leave Without Pay, April 21, 2008 – April 28, 2008

Lewis, Patsy, Special Services, Hearing Tech, 5 years

Leave Without Pay, August 14, 2008 – June 1, 2009

Gandy, Gale, Special Services, School Nurse, 14 years

Leave Without Pay, February 12, 2008 – May 22, 2008

Cotton, Jacqueline, Food Service Clerk, A.C. Steere, 3 years

Leave Without Pay, Mach 31, 2008 – August 11, 2008

Webb, Claudia, Teacher's Aide, Green Oaks High School, 3 years

Catastrophic Leave, December 6, 2007 – December 21, 2007

Jamison, Candice, Bus Driver, Transportation, 3 years

Leave Without Pay, February 29, 2008 – March 26, 2008

Davis, James, Maintenance, Painter Helper, 1 year

7.03 Other (Hiring, Assignment Changes, Separations & Resignations). The board approved the other personnel transactions report for hiring assignment changes, separations and resignations for the period of January 25, 2008- February 25, 2008 as submitted.

7.04 Promotional or Administrative Contract Renewals. The board approved the renewal of promotional or administrative appointment contracts for Gayle Flowers, James Moran, Mark Allen, Tracy Harris, Kenneth Wood, Travis Harrington, Samoine Holmes, Chenita McDonald and Misti Duke.

Item No. 8

8.01 Bids. The board approved the following bids as recommended by staff and as indicated on the bid tabulation sheets: (1) Fungo Man, LLC, totaling \$18,000 for the purchase of an Automated Baseball Practice machine for Captain Shreve High School, (2) Car-O-Liner Southwest Co., totaling \$15,000, for the purchase of Spot Welder for Caddo Career Center, (3) reject the bid of Visual Images and Sound for Integrated Whiteboard and Personal Response System for Green Oaks, (4) Academic Standard, LLC, totaling \$364,560.00, for the purchase of computer furniture for end of year testing, and (5) Renaissance Learning, Inc., totaling \$26,110.50, for the purchase of Mobile Alphasmart Labs for overage students.

8.02 Bids (Capital Projects/Construction). The board approved the following bids as recommended by staff and as indicated on the bid tabulation sheets as submitted (or placed at board members' stations): (1) RRAC with a Base Bid, Alternate 1, Alternate 2 and Alternate 3, for the sum total of \$2,423,200 for Project 2009-510, "HVAC Upgrade at North Caddo"; (2) Ark-La-Tex Air Repair with a Base Bid, Alternate 1, Alternate 2, and Alternate 3, for the sum total of \$681,442, for Project 2009-506, "HVAC Upgrade at Creswell"; (3) FitzGerald's Contractors with a Base Bid and Alternate 1, for the sum total of \$894,000, for Project 2009-506 "HVAC Upgrade at Caddo Heights"; (4) that the bid for Project 2009-505 "HVAC Upgrade at Caddo Middle Magnet" be postponed and re-bid at a later date, and (5) Bernhard Mechanical with a Base Bid, for the sum total of \$783,213, for Project 2009-504 "HVAC Upgrade at Caddo Magnet High.

Mr. Rachal acknowledged the business community, parents, individuals and businesses in working with Captain Shreve High School to raise the funds for one of the capital expenditures and stated he hopes to see more of this type partnership throughout the parish.

Agenda Item No. 9

9.01 Resolution to Accept Bid on QZAB Certificates of Indebtedness. The board moved to approve the resolution to accept the bid on QZAB certificates of indebtedness as submitted.

9.03 Youth Enrichment Program (YEP) Agreement for 2008-2009. The board moved that the facility usage agreement between CPSB and the Youth Enrichment Program for continuation of the YEP after-school program be approved.

9.04 Follett Library Technology Upgrade. The board moved to approve the Destiny Resource Management Agreement from Follett Software Company for upgrading the existing software as submitted.

9.05 Special Education Interagency Agreements. The board moved to approve the interagency agreements which make it possible for the Special Education Department to offer required services to students with disabilities residing in the parish.

9.06 Approval of Sheriff's Safety Town Curriculum. The board moved to approve placing the proposed curriculum for Caddo Sheriff's Safety Town in all 2nd grade Caddo Parish classrooms, and that it be followed by a field trip to Safety Town beginning in August 2008 as submitted by staff.

9.09 Holy Angels Aquatic Contract. The board moved to approve an agreement between the CPSB and Holy Angels Residential Facility in order to provide aquatic therapy to students in Adaptive Physical Education programs as submitted.

SUPERINTENDENT SEARCH

Burnadine Moss Anderson, liaison to the board for the superintendent search, presented an update on the superintendent search process reporting that the consultants from BWP Consultants have been in the district Monday and Tuesday. She reported that Mr. McShan and Dr. Estes met with the board in a work session prior to today's board meeting and tomorrow will meet at 10:00 with the citizen's advisory committee and at noon in a public forum. Mrs. Anderson introduced and welcomed Mr. George McShan and Dr. Nolan Estes in attendance at today's meeting. Mrs. Anderson stated that based on the discussion the board held in the work session with the consultants, she offered a list of motions for the board's consideration (1) to accept the proposed timeline as presented by the consultants in a work session, (2) to accept the qualifications, salary and the benefits as approved by the Caddo Parish School Board (the ones used in the 2000 superintendent search), (3) that BWP would bring to the Caddo Parish School Board 10 candidates for screening by the School Board for the position of Superintendent of Schools, (4) that we would advertise the application deadline of May 9th, (5) that the consultant expenses will be limited as forward (the consultant expenses not exceed \$25,000, advertising expenses not to exceed \$5,500, \$175 for background checks on the candidates, that mailings not exceed \$900, that the cost of printing the brochure estimated to be \$1,000-\$1,500 be billed directly to the School System from the printer, and that we will use our own printing and graphic artist to complete and update the brochure used last year, and (6) that the president is authorized to sign the Memorandum of Understanding with the consultants as previously approved by the Caddo Parish School Board. *Mr. Guin moved, seconded by Mrs. Hardy, to approve the above as presented by staff relative to the Superintendent Search. Vote on the motion carried unanimously.*

CADDO EDUCATIONAL EXCELLENCE FUND

Ms. Phelps moved, seconded by Mr. Rachal, to approve the suggested allocations of funds with staff providing an annual report regarding the usage of these funds. Referencing the discussion at the last board meeting, Ms. Phelps said she has had a number of people inquire about what we do with these funds and she has never been able to understand exactly what the schools use these funds; so in the future, she would like staff to provide the board with an update on how the funds

are used. Mr. Rachal also said he would like to see some long-term planning with these funds in the future and possibly setting aside a small percentage that might meet some district needs as a whole, understanding they need to go directly to the classroom. Ms. Phelps also asked Mrs. Anderson for clarification and there is not a timeframe on the spending of these funds, and staff responded that is correct. Ms. Phelps also added that with the availability of these funds, she doesn't believe the board should get reports that there are schools that do not have supplies, books, or that teachers are having to pay for copies.

Mrs. Armstrong asked Ms. Phelps if she is asking for specific ways the schools spend the money? Ms. Phelps said she understands it's up to the schools as to how these funds are used, but she is only asking for a report on how the schools choose to utilize these funds. Mrs. Bell stated that \$9,000 is not going to buy everything a school the size of Walnut Hill, for example, needs, so she doesn't believe we need to limit what a school can ask for. Ms. Phelps clarified that is not what she meant, because these are additional funds the schools get, and since they get these in addition to M&S funds, she doesn't believe the board should be hearing about teachers paying for copies. Mrs. Bell said we have computers now and ink costs money, and she doesn't believe we should limit any school, because if M&S runs out and they need supplies, they should ask for what they need. Mr. Burton reminded the board that the motion on the floor is whether or not the board will get a report on how the CEEF funds are utilized.

Vote on the motion carried unanimously.

TECHNICAL CAREERS EXPLORATION

Mr. Guin moved, seconded by Mrs. Hardy, to approve the proposed Technical Careers Exploration program to be used as a summer dropout-prevention, high school student retention effort as submitted.

Ms. Phelps inquired as to what schools will be participating in this program and Mrs. Gunn responded it will be at the Caddo Career Center and will be 9th graders promoting to the 10th grade in all the high schools. Ms. Phelps asked about additional criteria other than 9th graders promoting to the 10th grade, i.e. how the principals will select the students. Gayle Flowers, director, explained that the students will come from all the schools with the principals and counselors selecting the students they believe will be appropriate for the program after working with these students for an entire year. Ms. Phelps asked if these students are those believed to be vocational oriented and not necessarily college bound? Mrs. Flowers said that would be up to the principal and counselor, because in today's world, students are both college bound and career and technical. Ms. Phelps asked for clarification on the options available in the career rotation? Ms. Flowers said if the proposal is approved, staff will talk with the teachers available at the Career Center who might volunteer to teach in the areas of high demand, high wage occupational areas of our region, i.e. computer networking, construction, machining and manufacturing, and graphics. Ms. Phelps asked if staff will be bringing back to the board the specific rotations? Ms. Flowers said that is correct.

Mr. Ramsey complimented Ms. Flowers and the staff for bringing this type of program, as one of our focuses is drop-out prevention and this compilation of students in the 9th-10th grade. He thanked the staff for bringing these type programs for the board's approval that will enhance these students' learning experience.

Mrs. Bell said she spoke with Ms. Flowers and Mr. Thomas about this program and reminded the board that when she first came on the Board, she talked about overage students and the possibility of them attending the Career Center. She said she was constantly told they needed their core subjects, and with this idea, she believes the students who focus on the core subjects in the school year will be selected by their principals to take part in this program at the Career Center in the summer. She believes this is a program that will help those overage students.

Mrs. May applauded staff for moving in this direction as she has talked about this (career awareness) for the past couple of years.

Vote on the motion carried unanimously.

REVISION OF CPSB POLICY GCA (School Staffing Formula) TO PROVIDE ADDITIONAL COUNSELORS AND ENRICHMENT TEACHERS AT ELEMENTARY SCHOOLS

Mr. Rachl moved, seconded by Mrs. Crawley, to approve the revisions of CPSB Policy GCA (School Staffing Formula) to provide additional counselors and enrichment teachers at elementary schools as submitted in the mailout.

Mr. Rachal stated that as previously discussed, the district has some schools who have experienced an incredible amount of growth; and in looking at the charts and how counselors are assigned at the elementary schools, he said it was determined that additional counselors were needed in some of these schools. Regarding enrichment teachers, he stated we do have some classes that are bulging and could cause us some problems with Bulletin 741 and stated his appreciation of the board's support in passing this motion.

Mrs. Crawley reiterated Mr. Rachal's comments and noted how some classes are being combined (two first grade classes together for an art class). She said she believes this is very important for these schools and thanked the board for their support.

Mrs. Crawford asked about what areas the three schools mentioned will be receiving enrichment teachers, i.e. P.E., music, art, or will the principal choose? Mrs. Gunn explained that usually the principal, based upon the needs of the school, is allowed to identify any extra needed enrichments. Mrs. Crawford asked about the counselors and the seven schools that will be affected and doesn't the principal usually come to staff and request approval of an additional counselor? Mrs. Gunn explained that this motion changes the staffing formula for counselors and enrichment teachers for the large elementary schools, rather than coming to staff one by one. Mrs. Crawford asked the superintendent if she finds the funds needed justify the additional counselors in these schools? Mrs. Gunn said she believes so in the large elementary schools, because they have one person who must do the testing, all the 504, etc. and they are not able to get to the students to do the needed counseling. Mrs. Crawford asked if staff has talked to the principals at these schools to determine if they have need for an additional counselor, as high schools are always saying they need additional counselors? Mrs. Holliday said this request came primarily from elementary directors who have received requests from their principals.

Ms. Phelps said that also is her concern and she would like to see the plan on how we will implement the music or math teachers per school, and asked if the board can be provided in writing what the enrichment teachers will be performing at the schools noted? She said she is only concerned about the priority of all the funding the board is asking before the budget; and asked if the maker of the motion would be willing to look at this at budget time. She added the board did not receive how this will affect the budget, and if it is a dire need, she doesn't have a problem with it; however, with the on going search for a superintendent, the assistant superintendent, and the upcoming budget, monies already spent on Bethune and others possibly in the future, she asked Mr. Rachal if he would consider the board receiving the information at this time and considering this after budget time in May? She asked if she is correct that once the policy is changed, it will be implemented? Mrs. Gunn explained that if the board approves this, the positions will be advertised for the 2008-2009 school year. Ms. Phelps asked if it would be too late if the board waited to consider this following the budget? Mrs. Gunn said it may take a little longer in finding the available personnel. Ms. Phelps again asked Mr. Rachal if he is willing to wait until after budget for a staff recommendation? Mr. Rachal explained this is a staff recommendation, and information is at board members' stations, that the cost for the counselors is approximately \$350,000 and the cost for the teachers is approximately \$141,000, and he believes it is a pressing need. Ms. Phelps asked the superintendent if we are unable to fill these positions, will they be open the entire year, or will subs be placed in those positions? Mrs. Gunn responded the advertising can remain open and we can place subs in the positions in the interim until the positions are filled. Ms. Phelps asked if we have to put subs in the positions? Mrs. Gunn again explained that if the board passes the motion on the floor, then the schools will set their schedules accordingly understanding they will be able to add the staff. Ms. Phelps asked if we are unable to fill them, will we have to place subs in those positions? Mrs. Gunn said if they develop their master schedule based upon having these positions, then yes a sub will have to be placed in the position. Ms. Phelps added that was her concern for waiting to see what schools wanted and then try to address them by putting them in the budget, which she believes will be more feasible; and for example, she would like to know what Caddo Heights' desire is. Mr.

Rachal said regarding enrichment, he believes if we wait, we will run into having too many students in the student-teacher ratio. Ms. Phelps asked if they don't have enrichments now? Mrs. Gunn said they do have enrichments, but at the elementary level, the enrichments for example in Physical Education requires, in accordance with Bulletin 741, that you must have the 30 minutes every day and we do not have the personnel to do that, so the classroom teachers themselves have had to pick up the slack. Ms. Phelps asked if these teachers at the elementary level will be additional teachers to what is already there? Mrs. Gunn said that is correct. Mrs. Bell shared her experience where Walnut Hill was short and she had 33 students versus 20 students if there was an additional teacher, and asked if it is correct an enrichment teacher can have up to 40 students? Mrs. Gunn stated that a teacher can have up to 40 in a physical education class. Mrs. Bell said it is better to teach 21-25 students, so she is in support of this motion. Mrs. Crawford asked if enrichment teachers are a part of the total staffing formula, as she has heard it both ways? Mrs. Holliday explained that in looking at the Policy GCA, art, music and P.E. teachers are addressed and at the elementary and K-8, two enrichment teachers are allotted to each elementary school with less than 300 students, and a third teacher is allotted to those schools who go over 300. She further explained that the proposal is to add the fourth teacher with schools with more than 600 and a fifth teacher with those schools that have over 800 students. Thus, she said it is part of the formula, but it is added to the allotment. Mrs. Crawford asked if it will move a reading teacher, because they have a music teacher. Mrs. Holliday said no, not at all.

Mr. Guin moved, seconded by Mrs. Hardy, to call for the question to end debate. Vote on the motion to end debate carried with Mrs. May opposed and Ms. Priest absent for the vote. Vote on the main motion carried unanimously.

POSSIBLE RAISE FOR ISS EMPLOYEES

Mrs. Bell moved, seconded by Mrs. Hardy, to approve increasing the pay for ISS Facilitators to \$60 a day for those with a two-year degree and \$65 a day for those with a four-year degree for implementation in the 2008-09 school year. Mrs. Bell referenced the visitor who stated she has been an ISS facilitator for 9 years and has not received a pay increase. Mrs. Hardy stated she believes these employees need this raise and asked for the board's support. Mrs. Crawford said her problem with the motion is it says \$60 a day for two-year degrees and \$65 a day for four-year degrees and there are ISS facilitators who do not have a college degree that are not addressed. She asked if these will be excluded? Mrs. Bell said she will amend her motion to include \$55 a day for those with non degrees. Mrs. Hardy as the second to the motion accepted this amendment. Ms. Phelps asked staff for the number of ISS facilitators with a two-year degree and the number with four-year degrees. Mr. Cleveland White responded there are a total of 71 facilitators, but he does not have the breakdown on the number with 2-year and 4-year degrees, but will be glad to provide this information. Ms. Phelps asked how did staff come up with the \$50,000 figure? Mrs. Bell said the \$50,000 is based on the 71 positions and not necessarily on the 2-year and 4-year breakdown. Mr. Lee responded that the \$50,000 is only giving the 2-year and 4-year degree increases and did not include those without a degree, so it could actually be more. Ms. Phelps asked if Mrs. Bell would be willing to wait until the additional information is received? Mrs. Bell said she does not wish to wait, and Mrs. Hardy said she doesn't want to wait either.

Mr. Rachal moved, seconded by Mr. Ramsey, to call for the question to end debate. Vote on the motion to end debate carried unanimously. Vote on the main motion as amended carried unanimously.

POSSIBLE RAISE FOR SUB TEACHERS

Mrs. Bell moved, seconded by Mrs. Hardy/Mrs. Crawley, that the rate of pay for substitute teachers be increased to \$55 a day for non degree persons, to \$60 a day for subs with a two-year degree, to \$75 a day for subs with a four-year degree and \$100 a day for a four-year degree long-term sub after 10 consecutive days in a position and that this be implemented in the 2008-09 school year.

Mr. Ramsey asked staff if when looking at the information are we not already competitive with what we pay substitutes, because we pay more than Bossier Parish, and while we don't pay as much as some of the other parishes, we do match on the \$90 a day long-term teacher substitutes.

He said DeSoto pays \$100 a day for a teaching certificate, and when you look at what this will cost and the fact that we are not having any problems placing substitutes, he doesn't believe we need to look at increasing the pay. He added he believes he could give on one thing and would offer a substitute on the long-term for a Louisiana Teaching Certificate, because he knows that we do fall in a deficit sometimes in classes when hiring qualified, certified teachers, and in this situation, he would be willing to pay a sub \$100 a day on a long-term basis if they held a Louisiana Teaching Certificate. *Mr. Ramsey offered a substitute motion to increase the long-term pay for a Louisiana Teaching Certificate to \$100 a day. Ms. Phelps seconded the motion.*

Mr. Ramsey again said with the original motion you are talking about \$550,000 a year recurring expenses that the budget has not identified. He said \$50,000 is a lot different than a half million dollars and we are talking about 10 teachers. He said we have schools that could hire 20 today if they had a classroom to put them in, so he believes we have understaffed schools and we need to watch how we spend our dollars. Mr. Ramsey stated that while substitutes are important, qualified substitutes are also important and referenced a speaker that addressed this. Ms. Phelps said she is concerned about the budget and not having anyone accountable for these fiscal dollars and she seconded the motion because the part of the motion with the four-year degree includes some suggestions she had. *Ms. Phelps moved to amend the substitute motion to wait until the superintendent is in place since there may be other implementations for the entire substitute program.* Mr. Burton explained that an amendment to the substitute motion will change Mr. Ramsey's motion. Mr. Abrams explained a substitute can be made on a substitute, but only one. Mr. Ramsey stated that as the maker of the motion, he does not have a problem with waiting until May, but only if the maker of the original motion will wait until May. *Ms. Phelps moved, seconded by Mrs. Crawford, to postpone until the budget time in May.*

Mr. Burton reminded board members to please follow the board decorum, as board members wishing to speak are on the list, but when a motion is made, the maker and second of the motion are allowed to address the motion first before additional speakers.

Ms. Phelps stated she is not against looking at the idea of how we can better pay the subs; however, she has a number of other things that are priority to her and that is those schools that are AU. She said with the funding spent thus far today and not knowing where we are going to be with the budget and not having the opportunity to look at these items in the upcoming budget, as well as getting input from staff on how beneficial these things might be, she would like to wait. She said this is a substantial amount of money for the board to approve without having a superintendent in place and she is asking for a postponement because she has questions and she would like for the superintendent to be in position to address these needs and for principals to be accountable. She said she believes it's fiscally responsible to wait and think this through.

Ms. Priest stated we have all talked about our substitutes being competitive and they are with our surrounding districts, but many of the schools that are having problems getting teachers, certified teachers are on the AU list in the report. Ms. Priest said that regarding population, none of these schools are bursting at the seams, so there is space at these schools which she believes needs to be considered. She noted the 33 vacant positions in the AU schools and the problems of getting certified teachers in these schools. She said there are some changes that need to be made and we need to look at attracting and paying our substitute teachers, especially in the AU schools, so we can know that someone is going to be there for more than just one day. She asked the board to support the motion and move forward.

Mrs. Bell encouraged the board to vote against postponement of this item, because she doesn't understand how the board can sit here waiting for a superintendent and just approved \$491,000 for counselors and enriched teachers, but we can't support \$600,000 for substitute teachers going to AU schools, because it's the AU schools that have this need to help the students.

Mrs. Crawford said she believes principals pick subs when they need subs and there is no rush to make this decision. She said we have 12 AU schools, with 12 more behind them, and we need to wait and see what it looks like in the budget.

Mrs. Bell shared with the board statistics of neighboring districts and what and how they pay their subs.

Mr. Guin stated he hates to see the board continue to have this long discussion on substitute teachers; and after reading the report in the paper and the comments made by the young man during the visitors section, he hopes the board would spend a little more time discussing the possibility of reigning in the prerogative of hiring teachers from some of the principals and put it back at central office and attempt to fill full time positions in the low-performing schools rather than talking about substitutes. *Mr. Guin moved to call for the question on the substitute motion on the table, the original substitute motion and the original motion. Vote on the motion to end debate failed with Board members Hardy, Crawley, May, Ramsey and Bell opposed and Board members Guin, Burton, Phelps, Priest, Crawford and Armstrong supporting the motion. Mr. Rachal did not vote.*

Mrs. Hardy asked if it is parliamentary incorrect for someone to second a motion and come back and make a substitute motion? Mr. Burton said it is not out of order. Mrs. Hardy said she believes teachers should go wherever they are sent, because years ago teachers did not pick their school, but went where they were needed. Mr. Ramsey again stated he does not have a problem postponing, but he wanted the discussion to continue because what is missing on the sheet of information is what Caddo pays, and he thinks additional discussion is needed. Ms. Phelps again stated that she is asking the board to consider discussing this issue at budget time. She said the comment was made so principals can line up subs today, and she believes that would be the worse thing we could do, as she believes staff should be trying to fill the vacancies with certified positions, which is the money we just spent, and is the place we should begin. She added that as vacancies come up, she believes the challenge would be not having long-term positions from the outset of vacant positions and believes we all agree that we should be looking to fill these positions. She stated she would like to look at those schools that have not had any teachers this year, and used Woodlawn as an example, and the fact that this should not be; because whether we are not working hard enough, or we are not using some strategies, that is what she is asking to sit down and staff to come up with some ideas that will start to fill those positions in the core areas and students not have long-term subs. She asked the board to not be in such a hurry to spend this money on substitutes rather than certified teachers.

Mrs. Crawley spoke against postponement of this item because all the other problems being addressed, teachers in classrooms, etc. are all different issues, and has nothing to do with substitute teachers. She noted that when substitute teachers were given a raise several years ago, she received a lot of calls from people who were retired from the city, and others, and they had various degrees, and they said if it was made worth their while to be a substitute, they would be delighted to do so. She said this will get us in the paper that we are going to pay more and helps citizens look and say you are paying me to come back and substitute. She said this is money that will directly affect the students by providing them with a better substitute teacher. She said we are not advocating more substitute teachers in the classroom, but we want to ask the public who are potential substitutes to know we want to pay them what they are worth and it will be worth their time to look at this.

Mr. Burton asked Mr. Lee to explain about the \$100 and how some subs are already making \$90 a day and they do not have a degree. Mr. Lee said the motion before the board does not address this, but only the long-term sub to \$100 a day if they have a four-year degree. He said Caddo has many long-term subs that are making \$90 a day that do not have a four-year degree and he asked if this passes, will these subs drop back down to \$65 a day? Mr. Burton asked if this motion passes, will this be a problem? Mr. Lee responded yes it will, because you will have a number of sub teachers currently making \$90 a day drop down in their daily rate of pay. Mr. Burton asked if most people involved in the \$90 a day pay have a 4-year degree or are they people without degrees? Mr. Lee said you can have those subs who have a two-year degree that have been working more than 10 days in a position and are now making \$90 a day. Mr. Burton asked if there are more two-year degree subs in long-term positions or four-year degree subs in long-term positions? Mr. Lee said he doesn't have the breakdown, but he knows there is a large number of long-term subs that do not have a degree.

Mr. Rachal asked if this is supported by Caddo's CFO and CEO at this time? Mrs. Gunn said she has not had a lot of discussion with anyone on this issue. Mr. Rachal asked if this is a yes, a no, or a wait? Mrs. Gunn said from what Mr. Lee has just said, and if the board wishes to start this next year, some clarification is needed, as those subs that are non-four-year degree subs and have been making \$90 a day would need time to know that next year they will not be making that. Mr. Rachal asked if there is a possibility we will lose some substitute teachers? Mrs. Gunn

said she believes we will. Mr. Rachal asked Mr. Lee, as the chief financial officer, his opinion. Mr. Lee said from a financial standpoint, he agrees with comments that have been made, and with a current fill rate of 95-97%, he would like to wait and see what a new superintendent would do, and financially, he probably wouldn't do this right now. Mr. Rachal asked if he believes we would be better suited seeing it in the total pool in the next general budget and working with it through the budget process? Mr. Lee responded he would like to include it in with the overall budget we are currently working on for next year. Mr. Rachal asked if we would not be better off using these funds to help get certificated teachers where we are missing them, for example in the AU schools? Mrs. Gunn responded she believes we would need a plan as to how the money to get the certified teachers in order for this to happen, because we are currently budgeted for the certified teachers, but they are not there. Mr. Rachal said he believes the maker of the original motion will see support for this during the budget process; and, while he believes it's not very much money to begin with, asked if this is enough money to give other substitute teachers that may be in other areas enough incentive to not go there, but come and fill the approximately 3% shortage we are experiencing? Mrs. Gunn said she agrees the subs do need some additional pay in order to get the quality we are looking for and especially in the schools with the greatest needs.

Mrs. Bell stated she does not believe we should postpone this, because we all say we want the substitute teachers to get more for doing such a good job, but we don't want to pay the incentives. She said to postpone this, she doesn't know what the board will do at budget time, because she is looking for everyone to come up with what they need for their individual schools, so she does not want to wait, but believes the board should vote it up or vote it down. Mrs. Bell said she has been working on this for a month and the information on what a substitute teacher makes in Caddo came to the board in the first mailout on this item. Mrs. Bell asked Mr. Lee if we postpone this to the budget, why can't we postpone the other items voted on, i.e. Safety Town, etc.? Mr. Rachal called for a point of order and that we are talking about the postponement. Mr. Burton reminded Mrs. Bell that we are only talking to the postponement of this item.

Mr. Abrams explained that it will not go into effect until the 2008-09 school year, but the way the original motion is written, he would rule that the two-year subs will lose long-term pay and anyone who is a long-term sub will lose approximately \$30, because they will not be eligible for the long-term pay, and the board needs to be aware of this.

Vote on the motion to postpone until budget time in May failed with Board members Hardy, Crawley, May, Priest, Armstrong and Bell opposed and Board members Guin, Burton, Phelps, Crawford, Rachal and Ramsey supporting the motion.

Mr. Ramsey asked Mr. Lee what we currently pay our substitutes? Mr. Lee responded that currently a non-degree substitute gets \$50 a day, if they have a degree of any kind, it's \$65 a day, and then if either has been in the same classroom 10 days or longer, they receive \$90 a day. Mr. Ramsey said when you look at our four-year people and compare it to DeSoto who pays \$70 a day and on the 15th day, they pay \$90, currently we pay \$65 a day and five days earlier (than DeSoto), we pay them \$90 a day, so in a sense, we are not only competitive, we are identical or actually beat DeSoto in paying our substitutes. He said if we are going to talk substitutes, we should really focus on those with college degrees. Mr. Ramsey said his substitute motion simply says that we add a layer that says for a Louisiana Teaching Certificate we will pay \$65 a day for the first 9 days and on the 10th day, we will begin paying \$100 a day, which beats anyone else, and we will not be spending over one-half million dollars to attract the best substitute teachers we can possibly attract. He added he believes we are already attracting the best we possibly can and we might be able to attract a few more certified teachers by adding this additional \$10. However, in all fairness, Mr. Ramsey stated that when you actually do the number crunching, Caddo is already lined up with DeSoto, which he thinks is the best one on the sheet provided, but the difference is we do not have a category for the Louisiana Teaching Certificate. He also added that by adding this layer, he doesn't believe it penalizes those that are getting \$65 a day from getting \$90 after 10 days, but only adds an incentive for the certified people. He said it will make us more competitive than anyone else on the board.

Mrs. Crawley said she believes those that are certified in Louisiana are going to look for full teacher pay, so she doesn't see why this is an advantageous layer. She said she does see where Mrs. Bell's is advantageous in that if someone is currently working for the city, or somewhere

else, and they have a four-year degree, they have retired, you are not certified, but you can teach, because we are paying you for being a degreed person, which she believes is valuable. Mrs. Crawley added that she believes Mrs. Bell is deliberately knocking down people's pay, but if you don't have a degree and you go in full time, you want to encourage long-term subs who actually have a degree and those should be favored over those who do not have a degree.

Mrs. Bell encouraged board members to vote against the motion and again stated that we need to get the best subs, and in looking at the list for Woodlawn, Linwood and others, that the principal hire a four-year degree person for long-term positions. Mrs. Bell said while we are hoping to have certified teachers in these positions, but if not, we want to have the best sub possible to fill them.

Ms. Phelps stated that she can't believe the board is holding this much discussion about subs rather than addressing the need for 35 teachers. She said we talk about the quality of subs, and she doesn't understand how you define the quality of a sub when, and asked if she is correct, there is not any evaluation or accountability for these positions, other than if a principal has problems with them, they are not called back? Mrs. Gunn responded that is correct. Ms. Phelps shared that when her daughter is written up because the sub could not help her or answer her questions, and the only logic she was told was her daughter kept asking for help from a substitute teacher, she doesn't know if that sub had a degree or not, but for that particular sub, the whole class and the principal had issues with them and she doesn't know if that particular sub will be back or not; but should she get an additional \$5 or \$10 because she is a sub? Ms. Phelps said we talk about quality when quality in a substitute cannot be defined and she would like for the board to have enough consideration to try and fill the positions and have as much dialogue about filling the unfilled positions at these schools. She said she doesn't understand what the plan is or why the rush to do this tonight, and she asked the board to be realistic about the situation we are faced with, and asked the superintendent how many schools are at Level 3? Mrs. Gunn said she doesn't have an exact number, but it is a good number. Ms. Phelps said she doesn't believe substitute teacher pay at this time will raise student achievement and will not help the students pass the test next year and asked the board to look at this during the budget time and hopefully look at doing more than just give a raise, but look at why we are giving the raise and how it can help us. With the report that the fill rate is at 97%, she doesn't even understand why we are discussing this at this time, and asked what happens to those schools at Level 3 that could possibly go to Level 4 and what happens after that? Mrs. Gunn explained they would be at the same point of Bethune, and scores will not be know until the Fall. Ms. Phelps asked if these schools have a big jump to meet their accountability scores, and do we think they will? Mrs. Gunn responded staff certainly hopes they will. Ms. Phelps restated we hope so, but we do not know; and while we are not saying that subs are not important, because we know there are times when teachers will miss, why can't we take the time to consider everyone? She also stated this is coming from a board member, and she believes it should be coming from staff, and she doesn't have a problem explaining to her constituents why she did not support a substitute raise today. Ms. Phelps stated she is only asking the board to wait and have a plan for consideration instead of just voting for a pay increase.

Mr. Burton asked is it possible if the motion passes to go back and fix this so it will not be a problem for those with two-year degrees? Mr. Lee said it is possible, as the board can bring an item back and make another motion.

Mr. Ramsey pointed out that based on Mrs. Crawley's comments, and if you eliminate DeSoto Parish's third line on the information sheet (that's for a Louisiana Teaching Certificate), and match up Caddo who pays \$60 a day and \$90 on the 10th day for a high school diploma, Caddo beats DeSoto. Also, on the four-year, Caddo pays \$65 a day and on the 10th day, it pays \$90, so Caddo's plan is better. He said he agrees 100% with what Board member Phelps says, but the alternative, since the postponement failed, is we need to be as less intrusive to the general fund budget as possible so there are dollars left over to support what we will need to do in the under-performing schools, and at the same time we will remain competitive with other districts. He said he believes this entire discussion has been ridiculous, because we are competitive and pay as much or more than they do and we are wanting to spend another \$.5 million from funds we could be putting into certified teachers. He said he believes this is the least intrusive plan on the table, it will not impact as much as the original motion and will leave everyone in place, and asked for the board's support.

Vote on the substitute motion to increase the long-term pay for Louisiana Teaching Certificate to \$100 a day failed with Board members Hardy, Burton, Crawley, May, Phelps, Priest, Crawford, Armstrong and Bell opposed and Board members Guin, Rachal and Ramsey supporting the motion.

Vote on the motion to raise the substitute pay carried with board members Guin, Phelps, Crawford and Ramsey opposed and Board members Hardy, Burton, Crawley, May, Priest and Bell supporting the motion. Mr. Rachal abstained and Mrs. Armstrong was absent for the vote.

TELEVISIONING CPSB MEETINGS

Mr. Ramsey reported he is referring this to staff to bring back a recommendation with the timeline as described in the mailout for the board's consideration in April. He said there is additional review and study that needs to be done.

MODIFICATION OF ORGANIZATIONAL CHART AND JOB DESCRIPTION OF ASSISTANT SUPERINTENDENT OF SUPPORT SERVICES

Mrs. May moved, seconded by Mrs. Crawley, that the organization chart be modified to add the director of insurance to report to the Support Services Division, and to place the director of special education under the assistant superintendent of academic affairs, and that the current assistant superintendent of support services' job description be modified to indicate under skill related "it provides a Louisiana requirement for a teaching certificate with a parish or city school superintendent authorization is preferred, but not required", and remove the director of special education from the section entitled "supervises", and add the director of insurance under the title "supervises", and that the current open position of assistant superintendent of support services be posted with the new job description and readvertised with those changes.

Mrs. May stated that we recently advertised for the assistant superintendent of support services and she noticed the advertisement asked for superintendent authorization. She said when looking at support services, she doesn't look for academics, and she believes special education, which is listed under support services, should be with academics. She reminded the board that the insurance department was moved from support services, because the person in the assistant superintendent position could not supervise a family member. Mrs. May stated that this change is not saying you must have this certification, and asked the board to support the motion to go back to the original chart. Mrs. Crawley reiterated Mrs. May's comments and support for this motion as she did not realize at the time that we changed the job description. Mrs. Crawley asked Mrs. May if the motion provides a timeline for when to advertise, or could we advertise later, and when we do advertise, will it be so with these changes? Mrs. May explained she wants it so when we do advertise that we advertise with these changes.

Mr. Rachal moved, seconded by Mr. Ramsey, that (1) the CPSB not change the current organizational chart, (2) not change the job description of the assistant superintendent of support services, and (3) that we postpone the hiring of the assistant superintendent of support services until after we hire the new superintendent. Mr. Rachal stated that he believes BWP explained it best to the board when they said it would better enhance our abilities to hire the most qualified superintendent if we did not hire an assistant superintendent at this point in time but waited until we hire the superintendent and depend on that person to fill that position. Mr. Rachal said if the board determines, with input from the current interim superintendent, that there is a need for an interim assistant superintendent at this time, he could support that, but he believes the consultants have made it very clear that to better enhance our ability to hire our next superintendent that we should not be hiring an assistant superintendent prior to hiring the superintendent. Mr. Ramsey expressed his total agreement with Mr. Rachal's logic and also that the description was changed for good reason, and it came as a recommendation from the superintendent, which is where these type recommendations should come from. He said the board does not need to get in too deep in the personnel side at this time and that the board is stepping in that gray area. Mr. Ramsey said he disagrees with the preference of the certification and that we need to maintain that certification in the job description and time will tell us that those in the school system with this training have been able to serve the district very well. Also, Mr. Ramsey said it wasn't long after the last assistant superintendent tendered his resignation that a group of board members assembled in the hallway and talked about who they were going to appoint as assistant superintendent; and after they discovered that the particular individual

couldn't meet the qualifications, then there was an effort to change the policy. Mr. Burton stated that one board member cannot talk to the intent of another board member. Mr. Ramsey said at some point, the board needs to step back and let the superintendent run the school district.

Mrs. Bell asked about putting two motions into one, because number one the motion was to change the organization plan and when the organization plan was last changed, it was changed for a reason - we did not want the interim superintendent to be the boss of a relative. She said we are now only changing it back to where it is supposed to be. Mrs. Bell said she is not knocking anyone, but she believes it takes someone with an academic degree to know that special education needs to be under academics, and she doesn't understand how someone who supervises support people can supervise special education. She said it is now time to correct this and regarding her colleague's statement, she doesn't know who said what, but we are looking at the organization chart. Mrs. Bell said she agrees with what the consultants recommended and we may need to delay hiring a permanent assistant superintendent; but since the motion addresses both, she will have to vote against the motion.

Mr. Guin asked Mr. Abrams about the change of placing the director of special education under Support Services and if Mrs. Tyler changed the qualifications of the individual as assistant superintendent of support services? Mr. Abrams responded she did. Mr. Guin asked if she did so with the approval of the board? Mr. Abrams said yes, because in fact the board voted to change the organizational chart and this placed an instructional person reporting to the assistant superintendent of support services and this required that this person have superintendent certification in accordance with Bulletin 747. He said the board only approves original job descriptions and the superintendent is allowed to modify job descriptions. Mr. Guin asked why there is not a date change on the policy as it stands right now, where it adds the requirement of superintendent certification? Mr. Abrams said the job description states revised May 2007. Mr. Guin said the one he received did not say that, and asked Mrs. May if the one she had said May 2007? Mr. Abrams said the job description he is looking at says revised May 2007. Mr. Guin asked if that is the one he received today, and if the motion Mrs. May has on the table is only to take everything back to the way it was, identically, before the hiring of Mr. Watson? Mr. Abrams said he is not sure about that. Mr. Guin asked if Mr. Abrams had reviewed the motion? Mr. Abrams said he reviewed the original motion, the motion to change the insurance director from HR to Support Services, but that wasn't part of the original motion. Mr. Abrams said the original was to move the director of special education from the division of support services over to academic affairs and to change the job description so the job description doesn't require a superintendent certificate, but it didn't have anything to do with the insurance director when he originally looked at it. He said if the intent was to change it back to what it was, the actual job description from 1998 had lots of people reporting to different places and this has changed, so it will not put it back to what the job description originally stated. Mr. Guin said he is not talking about the job description, but the required qualifications of the individual. Mr. Abrams explained that the required qualifications were changed back to what it was originally. Mr. Guin again asked if that is the only change on the table at this time as it relates to the qualifications of the assistant superintendent of support services? Mr. Abrams responded there was a section in the original one (1998) that said the insurance and financial reports are prepared for the superintendent's signature for the state department of education, local school boards and federal agencies that was not included in the 2007 changes to the job description, thus it will not bring it back to what it was in 2007 as far as that part. Also, he said it adds a section on professional conduct, and also changes the job description so it complies with who supervises who under the organizational chart. He noted that the job description in 1998 had a lot of problems associated with who was reporting to who and they were fixed in 2007. Mr. Guin asked Mrs. Gunn if he is correct in saying that the board voted last month to hire an assistant superintendent of support services? Mrs. Gunn responded that the board voted to post the job description as a permanent position. Mr. Guin asked if this in fact occurred? Mrs. Gunn said it did. Mr. Guin asked if the advertising closed? Mrs. Gunn said the interview committee did interview. Mr. Guin asked if the interview committee submitted a name or names to her? Mrs. Gunn said the committee did not submit a recommendation to her, but submitted more than one name. Mr. Guin asked Mrs. Gunn what the charge was to the committee? The superintendent said to submit a recommendation. Mr. Guin asked if this did not happen another time with her as interim? Mrs. Gunn responded that it hasn't happened another time with her, but it did happen with Mrs. Tyler. Mr. Guin noted his concern about this situation as the board voted last month for something to be done and the board is well within its right to have expected a recommendation for approval at tonight's meeting. Mr. Guin said he doesn't disagree with the substitute motion on the table, but

nonetheless, he personally would like a list of the names of the people on the committee. He added that he has heard the arguments around the table and he believes there are two different things on the table, one has to do with the organizational chart and the other being that it has been recommended by the consultants to not make the hire. Mr. Guin asked Mr. Rachal, rather than placing another motion on the table, if he, based on the board attorney's answers to his questions, would be willing to split the motions and vote on them separately? Mr. Abrams explained that the motion on the table is a substitute. Mr. Rachal said he is with clarification from the attorney. Mr. Abrams said you can only do this one motion in a substitute, because you have a motion that is substituting a substitute over the original motion. Mr. Guin asked if the board votes for the substitute motion on the table, then we can't vote on the original motion? Mr. Abrams said that is correct. Mr. Guin asked if, based upon the agenda item, he withdraws his substitute and the board deals with the original motion, could the board come back under this same agenda item and make the motion as a new motion concerning postponement of the hire until after a superintendent is hired? Mr. Abrams explained had the board not discussed the whole motion, a motion could be made to postpone, and in fact, that motion can be made now. Mr. Guin stated then the best way to deal with this at this time is to postpone until after a superintendent is hired. Mr. Abrams stated you are not postponing any action, but you are actually moving to not change the organization chart and not make any changes during this time, which is the same motion on the table. Mr. Guin said that is not what he wants to do, but he would like to support the latter part of the substitute motion and the other motion to correct what we did in 2007. Mr. Rachal asked if *his motion is amended to read that the latter part would be the CPSB postpone the hiring of the assistant superintendent until we hire a new superintendent*. Mr. Abrams responded he could. Mr. Rachal said in that case, he would like to make a friendly amendment to his motion. Mr. Abrams noted that this is already in the motion. *Mr. Rachal stated that his substitute motion is in agreement with Mrs. May with an addition that the CPSB postpone the hiring of the assistant superintendent of support services until after the superintendent is hired. Mr. Guin seconded the motion.*

Mrs. Crawley stated that the hiring of the assistant superintendent of support services is not on the agenda, and Mrs. May only made a motion to change the organization chart, not the hiring. Mr. Burton noted that she did mention the assistant superintendent of support services in her motion which meant that the job would be posted and it is on the agenda. Mr. Rachal stated he made the substitute motion with the understanding of our attorney explaining to him what the original motion was and how it needed to be worded and that he is trying to accomplish what the company we have hired has recommended. Thus he is supporting the original motion and accomplishing what BPW has suggested we do.

Mr. Burton asked about those who have interviewed for the position? Mr. Abrams responded he has expressed this concern to stop the process in the middle, but it has been done before when the board did not make a decision. He added that since a recommendation has not been made to the board, it can re-advertise or do whatever it needs to do.

Mr. Guin stated he believes this will take care of a portion of what was put on the table and that is to get the organization structure back to where it should be and it should take care of the qualifications of the individual. Regarding the amended motion on the table, he said if we are not going to listen to the consultants at this point in time, why would anyone in the community believe we are going to listen to anything they have to say when after spending \$20,000 plus dollars they bring candidates in for the board to interview, and there is a lot of skepticism in the community that this will happen. He said this company recommended that we wait until after the superintendent is hired and it will make their job in bringing candidates a lot easier.

Mrs. Crawford moved, seconded by Mr. Ramsey, to call for the question. Vote on the motion to end debate carried with Board member May opposed and Ms. Phelps and Mrs. Armstrong absent for the vote.

Mr. Burton stated that the board will now vote on the substitute motion to change the organization chart and the qualifications as per Mrs. May's motion and postpone the hiring until after a new superintendent is hired. Mr. Ramsey asked if Mrs. May's motion clarifies and removes the suggestion about the certification? Mr. Burton responded yes. Mr. Ramsey said this is different from the previous? Mr. Burton said there will be opportunity to fine tune this once the board votes on it and allows the new superintendent to decide.

Mr. Abrams further restated for clarity that the *substitute motion on the floor (1) modifies the organizational chart to place the director of special ed as reporting under the assistant superintendent of academic affairs, and adds the director of insurance to report under the support services division, (2) that the assistant superintendent of support services job description be modified under "skill related" to provide that a Louisiana requirement for a teaching certificate with a parish or city/school superintendent's authorization is preferred, but not required, and remove the director of special education from the section entitled "supervises" and adding director of insurance under "supervises", and (3) that the position of assistant superintendent for support services not be filled until a new superintendent is brought on board. Vote on the substitute motion carried unanimously.*

ANNOUNCEMENTS AND REQUESTS

Ms. Phelps said at the last board meeting she requested that when incidents happen in schools that all board members be notified instead of just the board member in that school's district. She said she was appalled when listening to the news on Friday to learn about the alleged cheating at Woodlawn and she is disturbed that she did not get a phone call and would like to know why. She asked that staff provide an explanation on how the media was informed and board members were not.

Mrs. May announced that on Wednesday, the Queensborough Neighborhood Association will host its annual meeting and invited board members to attend during their lunch time.

Ms. Priest stated that she has had an item under Superintendent's Report on setting up a meeting with the Legislators. She noted that during the past special Legislative Session, legislation passed that affects the public school system and we were not on top of it. Ms. Priest said it is very vital as a public body to have a relationship where we are communicating and staying on top of issues that will be detrimental to public education. She said we need to know what will be coming forth in the upcoming session and be organized so as to address these issues.

Ms. Priest also asked that staff provide her with information on the \$200 per teacher allocation for Materials and Supplies as well as updated information on the number of schools with unused funds and why these schools are not utilizing these dollars, some of which have thousands of dollars of unused funds in these accounts and we are being told teachers have to pay for their own supplies.

Ms. Priest also asked that staff look at adding to the 08-09 budget her previous request to add Social Workers in the AU schools based on the most need.

Mrs. Bell asked that staff provide her with a report on the Law Magnet Program at Huntington High School.

Mrs. Bell, regarding Ms. Priest's comments on the passage of HB 7 and SB 5, asked that we look at adding a part-time lobbyist in Baton Rouge during the Legislative Session and that staff provide her with information on the cost.

Mrs. Bell also announced her support of Representative Patrick Williams' walk to Baton Rouge because he is doing this for education.

Mrs. Bell asked that the board recognize Huntington High School's boys basketball team for making it to the playoffs.

Mr. Ramsey added to Ms. Priest's request, and noted that Ms. Phelps should have some clout with LSBA, that he believes there should be some responsibility with LSBA since they are our lobbyist and he has complained about this before and whether or not we are getting our money's worth. Mr. Burton said LSBA did mention these problems at the convention and they also sent a letter regarding lobbying against these proposals and the director emphasized that this was an attack on public education. Mr. Ramsey said a lobbyist is there when the bills are being written and knows what is going on and inform those who might can make the needed contacts. He said his point is part of the dues goes toward the lobbying efforts and someone needs to be watching these bills and letting board members know and he will be glad to make needed contacts.

EXECUTIVE SESSION

Level IV Grievance. *Mr. Guin moved, seconded by Mr. Rachal, to go into executive session for up to 15 minutes for a Level IV Grievance. Vote on the motion carried and following a 10-minute recess the board went into executive session at approximately 8:45 p.m.*

The board reconvened in open session at approximately 9:25 p.m. *Mr. Guin moved, seconded by Mr. Ramsey, that the board uphold staff's and the PEC recommendation concerning the evaluation of said job description. Vote on the motion failed with Board members Hardy, Burton, Crawley, May, Phelps, Priest and Bell opposed and Board member Guin, Rachal and Ramsey supporting the motion.*

Mr. Burton inquired about the options. Mr. Abrams said the board can send it back to the PEC for re-evaluation, or the board can attempt to grade the position. Mr. Burton said he believes the board should send it back for re-evaluation because the board is not qualified to grade positions.

Mrs. Crawley moved, seconded by Ms. Phelps, that the board send it back to the PEC for re-evaluation.

Mr. Roy Murry, member of the PEC, stated the problem with sending it back is it has been sent back to the PEC and the PEC has graded this position with the same tool three times. He asked that if it is sent back to the committee, that the committee be given a different tool for evaluating.

Ms. Phelps moved, seconded by Mrs. Bell, that since there is a problem with it going back to the PEC, that the board grades this position with the assistance of staff. Mr. Guin stated the board is not qualified to do this and the board does not understand all the things as far as all the other jobs out there in order to do this, and if the board does it once, it is setting itself up to do it every time, and again this board is not qualified to do it. *Mrs. Bell moved, seconded by Mrs. May, to give the employee the proper upgrade to administrative that she desires.* Mr. Guin said the board needs to know what the upgrade is. Mrs. Bell said if it goes back to staff, they are going to use the same formula, and everyone agrees that Arthur Anderson's formula is not the way we do it. Mr. Burton said we didn't all agree on this. Mrs. Bell said if we send it back to staff, it will only be going back and forth, because you will get the same thing. Mr. Rachal said if we are going to be comparing this job to another job that requires a Master's Degree, we may need to look at this job and see if it needs to have a Master's Degree and make it a part of the requirement of the position. Mr. Rachal stated that he cannot support the motion on the floor.

Ms. Phelps stated when she said the board should look at it, the information will still come from staff, because the committee is only a guide and she would like to find a leeway because this is a concern if there are others. Dr. Robinson noted there are at least two pending. *Ms. Phelps moved that it goes back to staff, seconded by Mrs. Bell, and that they re-look at the concerns in their re-evaluation.* Mr. Rachal asked legal counsel if the board can request the PEC to send the information to the board prior to it going through this process? Mr. Abrams said as long as it is not associated with an employee, you can, because in actuality you are evaluating a position, not a person. He said board policy establishes the procedure as to how it is done and the policy does not even provide for the process that the board overturns the decision of the PEC, and it actually puts the final authority at the PEC, with no appeal. The grievance is nothing more than another policy that allows for a thought process to be brought to the board about issues. Mr. Rachal asked should the board not be asking the PEC to evaluate the evaluation system? Mr. Abrams said that is not correct, because the board has a system in place to evaluate every position in the district and that is what the board must live with until the board decides on another procedure in place to change that; however until that time, the board must follow its current rules and policies and cannot direct this group to find special things in order to upgrade a position, because you would be doing a disservice to everyone else, as everyone will be coming forward and telling the board they are special and there's something that needs to be done to make their grade different. If you send it back to them, they will have to follow exactly what the procedure says. Mr. Abrams explained that if the committee follows the procedure in grading the positions, it will yield the same results as there are certain points for experience, a certain number of points for experience. for how you supervise, a certain number of points for each area and when the points fall within a certain group, that is how the position is graded. Ms. Phelps asked if there is any room for discretion in the tool being used? Mr. Abrams said he doesn't believe it's discretion as it is rules and guidelines for doing the grading and you yield the same results, and that is so you

can't play with it. Ms. Phelps asked for further explanation of the points and the indicators and Dr. Robinson said the indicator assigns a value and you can't up and down on the score. Mr. Abrams noted that this information is in the packets.

Mrs. Crawley said she argued with Mr. Barr for several hours on a particular job and her rating was very different and she believes there is a difference in personal beliefs in the value of certain jobs and she believes this is a discrepancy. Mrs. Crawford noted that since 2003, the PEC has had different members and each time the position has been graded the same, so we can't say that it has not been graded fairly.

Vote on the motion that it be sent back to the PEC carried with Board members Burton, Crawley, May, Phelps, Crawford, Rachal, Ramsey and Bell supporting the motion. Board members Guin, Hardy, Priest and Armstrong were absent for the vote.

Litigation Update Regarding Letter Dated February 8, 2008 Regarding the Complaint on Behalf of Students A.B., D.C., A.C. and Others Similarly Situated. *Mrs. Crawford moved, seconded by Mrs. Bell, to go into executive session for up to 10 minutes for the purpose of litigation update. Vote on the motion carried and the board went into executive session at approximately 9:46 p.m.*

The board reconvened in open session at approximately 9:54 p.m. *Mr. Rachal moved, seconded by Mrs. Bell, to authorize the legal attorney to represent the CPSB at the state level to negotiate and if unsuccessful, to take whatever course of action necessary for in a court of competent jurisdiction to protect the interest of CPSB. Vote on the motion carried with Board members Burton, Crawley, May, Phelps, Crawford, Rachal, Ramsey and Bell supporting the motion and Board members Guin, Hardy, Priest and Armstrong absent for the vote.*

Adjournment. *Mr. Ramsey moved, seconded by Mrs. Bell, to adjourn. Vote on the motion carried and the board adjourned at approximately 9:55 p.m.*

Wanda Gunn, Interim Secretary

Willie D. Burton, President

March 18, 2008

The **Caddo Parish School Board (CPSB)** met in a work session in its office at 1961 Midway Street, Shreveport, Louisiana at 3:00 p.m. on Tuesday, March 18, 2008, with President Willie Burton presiding and Phillip Guin, Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell present. Also present were Interim Superintendent Wanda Gunn, Legal Counsel Reginald Abrams, staff and other visitors.

President Burton announced the board is holding a work session for the purpose of dialogue with BWP Consultants and Associates, the consultants for the superintendent search process.

Burnadine Moss Anderson, liaison to the board for the superintendent search, gave an update on the superintendent search and introduced Mr. George McShan and Dr. Nolan Estes of BWP Consultants and Associates, consultants for the superintendent search process. Dr. Estes and Mr. McShan shared with the board background information on their firm, their experience as a superintendent and school board members, superintendent searches they have conducted across the nation, etc. Mr. McShan stated how important it is to be not only a school board member, but also of the governance leadership team, and highlighted the following four phases of the search process: (1) qualifications, (2) recruitment, (3) assessment and (4) selection. Mr. McShan highlighted the groups/persons they have met with since arriving in Shreveport and that he believes the work Caddo has already completed will save them a lot of time in the process. He explained they will recruit candidates from across the nation and through the National School Boards Association, AASA, Texas ISDs, larger city school districts, state associations, Council of Greater City Schools, etc. Mr. McShan also explained they will assess candidates before selecting 10 highly qualified, diverse candidates to present to the school board.

The consultants also highlighted successful leadership requirements including (1) what this team will be doing through the setting of realistic goals and bringing candidates, (2) development of staff to include not only teachers, but everyone employed by Caddo Public Schools, (3) redesign of the organization because of the changes in the world, (4) improving teacher quality as a result of NCLB, etc. and (5) data driven dialogue, looking at the facts, statistics, characteristics needed in a position to move the district forward. Mr. McShan stated it is very important that we do everything we can to make certain children across the district are achieving at high levels and that key elements that yield results include (1) evidenced based education (research), something tangible and measurable, (2) pre-determined standards that are research based, (3) best practices that are relevant, from process to outcome, (4) tools that add value, and (5) input that yields results. He said everything the board does as a board, it should ask itself the question "is this useful and useful to whom?" He said the top three priorities should be the students, parents and teachers; and if it isn't, then it should be determined to be priority.

Mr. McShan provided board members with a Leadership Profile Assessment Form and asked those who have not completed one to do so. He explained that information in this form validates what the board has already done, provides board members' points of view on the knowledge and skills, qualities and characteristics being sought in a superintendent. Mr. McShan also complimented Mrs. Anderson as the board's liaison in this search. Mr. Burton stated that he believes by acclamation, the board believes Mrs. Anderson will remain the liaison during this process. Mr. Rachal asked who else might be asked to complete the profile forms? Mr. McShan explained that on Monday he met with the Educational Cabinet and they were asked to complete the profile, since they are a part of the leadership/management team. He said they are an integral part of what we are looking for and on Wednesday, they will meet with the advisory committee, as well as conduct an open forum. He reiterated the importance of a buy-in from those individuals who work with the superintendent and also bringing in the community. Mr. McShan also reported that Mrs. Anderson took him on a brief tour of the district, from the highest performing elementary school in the state to some of the lowest performing schools, where he had an opportunity to see the challenges and opportunities in the district. He said this also is very important when they are meeting with possible candidates for the position; to know that a candidate will be able to connect with the community, understanding and embracing the culture as it leads the district.

Mrs. Bell asked if the principals and teachers were included in the team? Mrs. Gunn explained the Cabinet is comprised of the directors and assistant superintendents. Mrs. Bell said she

believes it is important to get feedback from these also. Mr. McShan indicated that the form can be left with Mrs. Anderson in an effort to get input from the principals. Mrs. Anderson explained that during the initial search, online surveys were collected and all this information has been shared with the consultants. Also, she said on Wednesday, the consultant will meet with the Advisory Committee, and this group represents all entities in the community.

Dr. Estes reported that they recommend bringing to the board 10 candidates that are high quality and meet the qualifications and criteria established by the board. He said the board will want to spend ample time reviewing these applications before narrowing the list to four, five or six candidates to interview. Following the interviews, the board will then narrow the list to possibly two candidates for a second interview, and further explained to the board that this means the board will actually have contact with the superintendent they choose at least four times during the process.

Dr. Estes said it is also important that they know up front if there are any inside candidates, and that any inside candidates will also need to follow the process in place. Dr. Estes also noted other criteria it will be important for them to know and Mr. Burton responded that the board will take action on these items during the regular board meeting today at 4:30. Mr. Rachal asked if, in looking at the board's previously approved criteria for the superintendent, the consultants saw anything that might possibly be cumbersome in the search to attract the best possible candidate or is there so much criteria, the board might be eliminating good candidates from applying? Mr. McShan responded that he believes the criteria is transparent and balanced enough to broaden the pool enough to not let one element cancel out another. Mr. Burton said the board has already adopted the criteria and will not have to go through this process again. Mr. McShan also referenced the fringe benefits published in the brochure in the initial search process. Regarding communication, Mr. McShan stated that by policy, the board president is the spokesperson and who they will work directly with. He added they will be talking with all the board members, but it is very important that the board president is informed. Mr. McShan also explained their policy, and it will be enforced, that candidates not contact board members, but will only communicate with the consultants, and also that board members not contact candidates personally. He added if board members would like for a potential candidate to be contacted by the consultants, there is space on the profile sheet for advising the consultants of this. Mr. McShan also explained to the board they will be back as scheduled on the timeline May 15 to meet with the board and go over details of the interview process and those areas in which the board should develop appropriate questions to ask the candidates.

Mr. Rachal asked the consultants their opinion on the Caddo School Board filling the current vacancy of Assistant Superintendent for Support Services? Mr. McShan responded that in looking at candidates, the candidates will be assessing and evaluating whether or not they want to apply for the position. One of the things candidates want to know is the team currently in place, and if there will be opportunities to choose who will work on their team. He added with the timeline being to name a new superintendent in June, it will help in the recruiting, and they would recommend, if the board would not hire a new assistant superintendent for 90 days, and offer this opportunity to the new superintendent.

Mrs. Crawford asked if the consultants will be looking for someone with the ability to stay in one place and complete the job? Mr. McShan responded they have an obligation and responsibility in that the Caddo Parish Public School has the opportunity to do what it intends to do, and research indicates it takes at least 3-5 years to show any systemic change in student achievement put in place. He said they will interview the candidates and will look at the candidates' history and track record, and will not accept any candidate that is looking to come here for only a year. Mrs. Crawford also asked if the consultants will take part in the interview process with the board? Mr. McShan explained they will conduct a training session and will guide the board, but the board will conduct the interviews.

Mr. McShan highlighted a proposed timeline for the search process with a deadline of May 9th for receiving applications. He also said they will be at the National School Boards Association Annual Conference, with brochures, and will be lobbying on behalf of the Caddo District. Following the May 9th deadline, the consultants will do an assessment of the applicants and finalize 10 candidates between May 9th and 15th and will then schedule a meeting with the board to report on what has been done.

Dr. Estes encouraged the board members to clear their calendars on the days proposed in the timeline, because it is very important that all board members are available for the interviews; because changing the dates once the process begins sometimes causes the candidates to reconsider. Mrs. Anderson asked that since the board is just now seeing these dates, if board members would look at their calendars and let her know as soon as possible if there are any problems with any of the proposed dates.

Mrs. Anderson announced she has prepared the appropriate motions to allow the board to move forward in the process and will present those for action during the board meeting at 4:30 today.

Mr. Burton thanked the consultants for meeting with the board today and the work session adjourned at approximately 4:10 p.m.

April 8, 2008

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at 6:00 p.m. (immediately following the Executive Committee/Board Work Session) on Tuesday, April 8, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Phillip Guin, Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Wanda Gunn, interim secretary, and Reginald Abrams, legal counsel. The prayer and pledge were omitted.

Recess. The board president called for a recess at approximately 6:01 p.m. and the board reconvened in open session at approximately 6:20 p.m.

PERSONNEL RECOMMENDATION

Mr. Rachal moved, seconded by Mrs. Bell, to approve the personnel recommendation as recommended by the superintendent and included in the mailout. Vote on the motion carried with Tammy Phelps being absent for the vote.

Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following board-approved personnel appointment: (1) Jerry Byrd, head coach at Huntington High School. This appointment will receive the appropriate salary as reflected by the Caddo Parish School Board salary schedule applicable to the position to which he is appointed. Administrators, family and other guests present also were recognized.

READING SPECIALISTS FOR AU SCHOOLS AND BETHUNE FEEDER SCHOOLS

Ms. Priest moved, seconded by Mrs. Bell, to approve the plan for Reading Specialists for the AU Schools and Bethune Feeder Schools as submitted by staff. Vote on the motion carried unanimously.

STATEWIDE POSITIVE BEHAVIOR SUPPORT PROJECT

Mr. Ramsey moved, seconded by Mrs. Hardy, to approve the resolution regarding the subcontract for the statewide positive behavior support project as recommended by staff and submitted in the mailout. Vote on the motion carried unanimously.

AUTHORIZE STAFF TO NEGOTIATE UP TO \$200,000 FOR THE LOTS ON KINGS HIGHWAY FOR C E BYRD HIGH SCHOOL

Mrs. Crawley moved, seconded by Mrs. Crawford, that staff be authorized to negotiate to purchase the properties adjacent to Byrd High School on Kings Hwy (lots 725, 727, 735 and 739) for a total of \$200,000 from the Capital Projects Budget with the understanding that the price to be paid for each lot be at or below the appraised value of the lot being purchased.

Mrs. Crawley noted the information provided by staff and that this is important not only for the needed parking, but it is also a safety issue since Byrd was recently cited by SACS that students were having to park their cars way down the street; and, also there is a lot of activity, some which is bad, in these houses and we do not want this type of activity in the school's backyard.

Ms. Phelps stated she is glad we are able to address this concern and asked if the owners spoke with the principal initially. Mrs. Crawley responded that Mr. Badgley did share that with her. Ms. Phelps asked Mr. Hudson if we have a real estate agent working with us, as she wants to make certain we are under the appraised value and not over it. Mr. Hudson explained we are barred by law from working with a real estate agent, so it is something that will be negotiated in-house, and we will negotiate prior to getting an appraisal. Ms. Phelps asked Mr. Hudson if the owners came to us with an offer? Mr. Hudson said they were preparing to put the lots up for sale and they did call to gauge our interest, because once they were sold, it's possible the property could be zoned commercial and we would have no control over the use. Ms. Phelps asked if they are anticipating us bidding on the lots? Mr. Hudson responded that is correct. Ms. Phelps inquired as to when this is anticipated to take place? Mr. Hudson responded that whenever the board approves it, staff can proceed with possibly coming to an agreement with the owners.

Mrs. May asked Mr. Hudson if there has been any communication with the owner of the property? Mr. Hudson said he did have communication with one of the owners and he referred that person to the principal, Mr. Badgley. Mrs. May said she believes this is a good thing for the board to support and get these properties that are in close proximity to the school

Vote on the motion carried unanimously.

SUPERINTENDENT SEARCH

Mrs. Burnadine Moss Anderson, staff liaison for the superintendent search, reported that over Spring Break staff finalized the brochures with the board-approved changes and they were mailed to the consultants for their use. Also, staff has sent them to all the school districts in the state as well as to the Advisory Committee, and additional copies are provided for the board's use. She also reminded board members that if they knew someone, the guidelines must be followed. Mrs. Anderson reported that her office has continued to fill inquiries made by citizens or potential applicants, responding accordingly, and that the new information in the brochure has also been placed on Caddo's website. Secondly, Mrs. Anderson reported the advertising has begun in the national journals, and profiles were mailed to all principals for input which will be forwarded to the consultants. Mrs. Anderson also shared with the board blank calendars for May and June as a result of discussion at the last board meeting relative to a proposed timeline. With the end of the school year being very busy with activities and graduations, she asked board members to look at their calendars and provide her with any scheduled events so that she may look at them and prepare another proposed timeline for presentation to the board at the next meeting. She reminded the board that the consultants have stressed the importance of this information in their recruiting efforts so they can advise applicants when the board plans on meeting with them.

EXECUTIVE SESSION

Litigation Update Regarding Letter Dated February 8, 2008 Regarding the Complaint on Behalf of Students A.B., D.C., A.C. and Others Similarly Situated. *Mrs. Crawford moved, seconded by Ms. Phelps, to go into executive session for up to 10 minutes for the purpose of a litigation update. Vote on the motion carried unanimously and the board went into executive session at approximately 6:36 p.m.*

The board reconvened in open session at approximately 6:50 p.m. *Mr. Guin moved, seconded by Mrs. Hardy, that CPSB negotiate with consultant to provide services pursuant to corrective action plan submitted by the state, that services provided in accordance with the corrective action plan be paid from IDEA funds, that in developing the corrective action plan the corrective action team and consultant shall take into account any corrective action already implemented by Caddo Parish School System; and that in the event of conflict or if dispute should arise between the consultant and CPSB regarding the development or implementation of the CAP, the State Department of Education shall, if necessary, make the state alternative dispute resolution procedures available for resolution of the dispute and that the CPSB dismiss these requests for due process hearing.*

Mrs. Gunn stated that she and Nadalie Thomas had a conversation with the consultant, Dr. Robert Marsh, and he will be attending Caddo's parishwide administrators' meeting in May.

Vote on the motion carried unanimously.

Adjournment. *Ms. Phelps moved, seconded by Mrs. May/Mrs. Crawley, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:55 p.m.*

April 15, 2008

The **Caddo Parish School Board (CPSB)** met in a work session in its office at 1961 Midway Street, Shreveport, Louisiana at 4:00 p.m. on Tuesday, April 15, 2008, with President Willie Burton presiding and Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell present. Also present were Interim Superintendent Wanda Gunn, Legal Counsel Reginald Abrams, staff and other visitors. Barry Rachal led the prayer and Pledge of Allegiance.

President Burton announced the board is holding a work session for the purpose of hearing a presentation on Bethune Middle Academy (BMA) Attendance Zone and Feeder Patterns. He said following the presentation, each board member will have five minutes to ask questions.

The superintendent pointed out a correction in the cover letter dated today and that bullet #4 relative to the Queensborough Elementary student presently zoned to BMA and the street should be Edgar Street and not Woodrow Street. Mrs. Gunn reminded the board that on March 4, 2008, the board approved a Memorandum of Understanding regarding Bethune and within that MOU, we were to have revised rules for determining eligibility for attendance at the school including attendance zones, feeder schools, hardship waivers and magnet programs in place for the 2008-09 school year. She reported staff has worked toward that goal and the board was provided a folder that included maps of the recommendations outlined in the letter. She asked Mr. Clarence Travers to go over the maps for the board at this time. (A copy of the maps are attached and made a part of the permanent file record.)

Clarence Travers, transportation supervisor, shared with the board members maps outlining the proposal submitted by staff which included:

- Caddo Heights Elementary School students who are presently zoned to Bethune Middle Academy will attend Caddo Middle Career and Technology Center making Caddo Heights a full feeder for CMCTC.
- Hillsdale Elementary students presently zoned to BMA will attend Turner Elementary/Middle School and Hillsdale will become a full feeder for Turner.
- Lakeshore Elementary students presently zoned to BMA will attend J S Clark Middle School, making Lakeshore a full feeder for J S Clark.
- The Queensborough Elementary School student(s) presently zoned to BMA (one house on Edgar Street) will attend Caddo Heights and then CMCTC.
- All Westwood Elementary (non-AU School) students would be included in BMA's attendance zone, making Westwood a full feeder for BMA.

It was noted that this proposal would:

- Create a neighborhood attendance component for CMCTC which aligns the school with other neighborhood middle schools with a magnet component,
- Create smaller learning communities at Ridgewood Middle and Linwood Middle by increasing the enrollment at CMCTC as well as revising Linwood Middle School's attendance zones, and
- Decrease the number of Bethune's feeder schools to 4.5.

Mrs. Gunn reminded the board that reducing the number of feeder schools into Bethune was one of the charges from the State Department of Education.

Mr. Travers also shared with the board the numbers at each school and how they will be affected by the proposed changes and clarified that the numbers are "average" numbers and may not be numbers that become effective immediately.

Mrs. Atkins explained and summarized the *grandfather* clause for those 5th graders who are rising 6th graders; and if they have older siblings attending the CMCTC and are in the magnet school, they will be allowed to attend the school with their older sibling. She reported that a letter, upon board approval, will be sent to all the parents of students affected with notification of the changes. Mrs. Gunn also noted information on the feeder schools for each of the middle schools affected that is included in the letter presented to the board.

Ginger Armstrong complimented Mr. Travers on the intricacies of his presentation and asked staff how these changes might impact the high schools as it relates to a continuous feeder? Mr. Travers responded they did not look into the high school portion because in most instances, the high schools did not change.

Lillian Priest complimented Mr. Travers and the staff for the hard work in putting this information together and noted the short timeline relative to the Memorandum of Understanding. She said the board has been looking at these numbers for a number of months and in late 2007 information in the mailout included information on the number of students and where they were coming to Bethune from, so she believes this culminates and brings the district closer to a decision in addressing the MOU requirements and also improving the new Bethune.

Mrs. Bell asked for clarification from staff on what the enrollment numbers would be if all students in a particular district actually attended their neighborhood school, the current enrollment numbers at the middle schools affected and how these numbers will change with the proposed changes. She stated her concern about the numbers in these schools and believes we are headed in the right direction to address getting some of the schools' numbers up.

Ms. Phelps expressed she is concerned about the number of students now at Linwood and CMCTC and it is important that the students are prepared to move; because if they are not, the school scores where they go will be affected. She asked about the plan that will be put into place to address the issue of moving students to another school? Mrs. Gunn responded that when attendance zones are changed, staff looks at the population at the school and HR does necessary staffing and information is put into place so the principals and counselors can prepare for these students including additional professional development. Ms. Phelps indicated she would like to see the plan, because she is very concerned about the neighborhood component at CMCTC, because the prior board thought enough to approve the plan for CMCTC and she believes it has a lot of impact on the School Performance Score as a whole. She noted complaints when students left the middle schools and went to the high schools that the needed teachers were not in place and this also is a concern. She said before this plan is approved, she would like to see the numbers on how the plan will be developed to follow the students to those schools so the same problems do not continue in a new place. Mrs. Gunn noted that regarding overage, there was over staffing at the high schools when 8th graders were moved to high school campuses, and instead of reducing staff, existing staff was utilized for these students, and a teacher was added to CMCTC. Ms. Phelps said she would like this to be a part of the plan.

Ms. Phelps asked if the 6th Grade Academy, since it is not a part of Bethune, will continue to be a stand alone school? Mrs. Gunn responded it will be a feeder school to Bethune and will have the same attendance zone as the Henry Street site. Ms. Phelps asked if it will become a part of Bethune again? Mrs. Gunn responded it is a separate school, but the 6th graders will have the same attendance zone as Bethune. Ms. Phelps asked, since it's not a part of Bethune, what is the logic behind having them separated? Mrs. Gunn said at the present time, the 6th Grade Academy does not have scores, but they are establishing their baseline score, which they must have before they can get a School Performance Score. Ms. Phelps asked when will this take place and Mrs. Gunn responded this year, and added the 6th Grade Academy will have the same feeder schools as Bethune, but instead of going to the Henry Street site for the 6th grade, the students attend at the 6th Grade Academy, and the 7th and 8th graders attend the main campus. Ms. Phelps noted that she wants to insure that the two schools continue to work together so we know when students leave the 6th grade, they are prepared for the 7th grade?

Mrs. Bell noted, for clarification, that she was at the CMCTC when the change was implemented and there was a plan and it included (1) that any teacher wanting to move to one of the sites could do so or they could remain, and (2) when the numbers were known, then teachers were hired. Ms. Phelps said she only wanted to note that they finally did get a teacher, and she has heard concern that teachers did not follow immediately after the program was placed and she doesn't want these schools to suffer waiting on a teacher and plan. She said her main concern is when implementing this, the 5th graders' scores should be looked at in terms of what assistance they may need at the middle school where they are moved, and she cannot support this without an academic plan.

Mrs. Gunn reported that staff has been meeting with the principals of those schools that will be affected and asked Dr. Daniel to share with the board. Dr. Daniel stated that in looking at the

numbers, there are a lot of students in Bethune's district that are attending Magnet and other programs in the district. He said this has challenged he and the staff at Bethune to establish a program that will attract the higher level students back into the Bethune district. He said preliminary plans are to offer high school credits to 8th graders as well as a partnership with the local universities to bring in some other programs. Dr. Daniel said he and the Bethune team have met with others in the district to look at what else can be done for Bethune to comply with the MOU. He added that bringing the number of feeder schools down to 4.5 is a strong indication that the district is trying to work with the school as well as comply with what the state has said must be done. Dr. Daniel expressed his appreciation to the superintendent for her openness in receiving suggestions from the Bethune team and he looks forward to what the change will bring to Bethune.

Ms. Phelps said she will want to get with staff on the rezoning and how District 6 schools might be affected. She said she wants to be careful in the rezoning so that we don't get back into desegregation in neighborhood schools. She said if we ultimately go back to neighborhood schools, we will go back 50 years, and she believes at this time we have sliced a little bit off the zones to the point where we have not affected, i.e. we have taken away from Ridgewood, but we are not replacing any at Ridgewood. She said she wants to make sure we maintain the diversity.

Mr. Burton explained there will be plenty of time to address these concerns and others as the board is not scheduled to act on this item during April and encouraged board members to contact appropriate staff for answers. Mrs. Gunn asked that board members address their concerns with her and she will direct the appropriate staff person to follow up with the individual board member to address their questions/concerns.

Mrs. Gunn also announced that as a part of the process, a public forum will be held at Woodlawn High School on Monday, April 21, 2008 at 6:00 p.m. to discuss this proposal. Also, principals of affected schools will send notification of the meeting to all parents who have children who will be impacted by these changes. She also reported that Mr. Watson will be meeting with staff on Thursday for an update and additional direction from the State.

Ms. Phelps asked that staff make sure the parents in the schools affected receive the information about the public forum; and, if there is not a decent crowd at the public forum, that staff readvertise and reschedule. Mrs. Gunn said Mrs. Anderson will notify the media for coverage and staff will make certain that appropriate notifications get home to the parents. Mrs. Armstrong added that Caddo has a great staff and they can advertise and do everything possible to get the parents there, but we can't make parents come to a meeting despite offering them every opportunity, because if they are not interested, they are not coming. She asked that the board not allow this to deter them from doing what's right for the students and move forward, because there are consequences for not following through which is the board's responsibility as elected officials. Ms. Phelps said she only found out about the public meeting yesterday, so for it to be next Monday, she is only asking that staff does everything possible to get the notification home to the parents. She asked if she understands correctly that we have until the beginning of the next school year to get this in place? Mrs. Gunn responded that is correct, for the 2008-2009 school year, but staff needs to know what steps to take to make that happen. Ms. Phelps asked about the next meeting? Mr. Burton said staff will let the board know when the meeting is scheduled. Ms. Phelps inquired if that will happen from this point, because the board didn't know before and asked if the board will be notified when y'all meet again? Mrs. Gunn said the next meeting will be with the parent group for their input and staff will have a final meeting to finalize the recommendation for the board to look at in May.

As a final reminder, Ms. Priest stated the Board has entered into an agreement with the State Department of Education and if, at any time, we do not adhere to the items in the Memorandum of Understanding, which includes addressing the feeder schools into Bethune and the school climate, that the state contract could be considered null and void within 24 hours, and we all know what the final result could be.

Adjournment. *Mr. Rachal moved, seconded by Ms. Priest, to adjourn. Vote on the motion carried unanimously and the work session adjourned at 5:00 p.m.*

April 8, 2008

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m. on Tuesday, April 8, 2008 with President Willie Burton presiding and Bonita Crawford and Lillian Priest present being a quorum. Other school board members present were Phillip Guin, Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Interim Secretary Wanda Gunn, Legal Counsel Reginald Abrams, staff and other visitors. Mrs. Bell led the invocation and Pledge of Allegiance.

ANNOUNCEMENTS

Ms. Phelps announced that the Green Oaks track team held a fund-raiser this past weekend to raise monies to go to district and expressed appreciation to the coach and his staff for the time they commit to the students. She also announced that the Woodlawn Hospitality Program participated in an etiquette workshop at Southern University and shared with the board some photos of the students and expressed appreciation to Mrs. Reed and her staff.

Mrs. Burnadine Moss Anderson announced that a news conference was held this morning with the City of Shreveport to announce the kickoff for the 2nd annual Celebrate Education in which students, their art, music and talents will be showcased. She stated this celebration began last year as a collaborative relationship between the Caddo Public School System, the Bossier Parish School System, the Shreveport Regional Arts Council, and the City of Shreveport. Mrs. Anderson also reported it was announced at the news conference that a check for \$225,000 was received from the Harrah's Foundation to help sponsor this event over the next three years, and the students this year will benefit from \$75,000. She reported the Summer Reading Festival and ArtBreak will together bring more than 300,000 people into the Convention Center to see the students' work. Mrs. Anderson also announced that Ms. Priest was in attendance to represent the Caddo Parish School Board.

ESTABLISH THE AGENDA FOR THE APRIL 22, 2008 CPSB MEETING

Superintendent Gunn highlighted the agenda items being presented for the board's consideration at the CPSB meeting on April 22, 2008 and the following discussion ensued.

Bethune and Other AU Schools. Mr. Burton announced that Ms. Priest sat in on a teleconference meeting with the State Department of Education and she will provide input at the April 22nd meeting. Ms. Phelps also announced that the LSBA Board of Directors will meet with State Superintendent Pastorek and his Cabinet on April 16th and she too hopes to bring back information to the board as a result of that meeting.

ADDITIONS

Mrs. Bell asked that an item regarding revisions to the CPSB Policy IKFB Graduation Exercises be added to the agenda and shared with the board the revisions to this policy that she plans to bring for consideration. Mrs. Bell explained her reason for bringing these revisions to this policy is Caddo has students that have done exceptional during their high school years and have done everything to be a model student, but are prohibited from marching with their class because they did not pass the Graduate Exit Exam by only a few points. She said she believes these students should be able to march with their classmates and shared the experience of a student who was distraught over such a situation. Mrs. Bell said she is only asking that students be given a chance to at least walk with their classmates if they meet the requirements in the revisions she is proposing. Mr. Burton said this topic has been brought up in the past, back to 1991, and he felt the same way when this first came out and students the first year were allowed to march; however, he believes it should be clarified that the students must have met the required Carnegie units. Mr. Guin asked, if we are going to move in this direction, that Mrs. Bell's proposal includes a designation during the high school graduation exercise as to what the graduate is actually receiving, the difference in the achievement/ accomplishment the student is receiving. He said he cannot support the proposal the way it is currently written, without the additional stipulation, because the state exit exam is not a one-time test, but students begin taking the test in the 10th grade and they have multiple times to take the test. He believes it will cause a problem

with the success of those students who have completed all Carnegie units and passed the Graduate Exit Exam and legitimately receive a diploma the night of graduation and other students are also allowed to participate in the same manner and they have not completed all areas under the Louisiana State Law.

Ms. Priest stated she placed at board members' stations items addressing 80 House bills, as well as 47 Senate bills, that the Education Committee will be addressing during the Legislative Session. She reported it has been on the Superintendent's Report that the board needed to meet with the Legislative Delegation on those pieces of legislation in which we need their support and asked the board and staff to review the proposed bills and be prepared to submit in writing, as well as make needed telephone calls, encouraging them to support the legislation that will benefit Caddo's boys and girls and the public school system. Ms. Phelps reminded board members that the LSBA Day at the Legislature is scheduled for April 16th and the Education Committee will meet at 1:00 p.m. that day. Mrs. Gunn asked that the board, in working with the Legislative Delegation, continue to impress upon them the need for more funding for the LA4 program.

Proposed School Board Policy Regarding Extended Sick Leave for Classified Personnel.

Mrs. Crawley shared with the board additional information on this item and that an estimate on the cost of implementing the revisions is approximately \$165,000. She noted the Legislation being proposed states 90 days and her proposal is 60 days, and she believes her proposal will be better than the one offered by the state.

Classrooms for Captain Shreve High School – 2009-10. Mrs. Crawford explained that in the submission of this item for the board's consideration, she, as a board member, asked questions relative to the need vs. a want. Mrs. Crawford said in reviewing the school's plant utilization report, she learned that eight teachers teach over 150 students which breaks the Bulletin 741 rule that you cannot teach over 150 students each day. She said Captain Shreve has five teachers that float everyday, and a parent shared with her that his daughter has to pick up and leave when a floater comes in the classroom. She added if a floater teaches five classes a day, she believes this means there are five other teachers that must move throughout the day, which means there are 25 teachers interrupted or displaced during the day. Mrs. Crawford explained she believes this must be very difficult on the teacher to have to pick up everything they work with and move everything to another classroom. Mrs. Crawford stated she also asked staff if there were any other immediate needs in the parish that have not been met, and the only one reported, that she is aware of, was a smaller wing at North Caddo. She also said that in addressing the funding, she asked how a wing would be paid for when the board has not received the 08-09 budget information, and it was explained to her that in the '97 bond issue, the voters approved the building of wings to replace T Buildings and while Captain Shreve did receive one, it has been used and there is still need for additional rooms. Mrs. Crawford stated she understands it is possible there will be some funds left over from this bond issue and that they can only be used for classrooms. An additional source of funds could be capital funds, and that the General Funds will not be used. Mrs. Crawford asked the board members to consider this information between today and April 22nd and to consider our teachers and students and support this justified need.

Mr. Guin stated he is not opposed to this item and has full intention of supporting it; however, he asked that staff provide in the next couple of weeks the number of M to M transfers, the number of hardship transfers, and the number of Choice students to Captain Shreve. Mr. Guin stated he doesn't believe this situation relates only to Captain Shreve, but is something the board will soon begin addressing because of a two-fold problem: board members have brought to the board concerns about drops in enrollments in their district's schools and others that are bursting at the seams, and there are students moving from the schools in decline into schools that are bursting at the seams. He also stated there are parts of the Consent Decree that need addressing and noted that other districts have done so and were granted some relief; and even though the Consent Decree was put into place for a reason, the reason was tackled, and at this time, he believes it is now causing more damage than good. He added when the board makes decisions, it needs to be cognizant of these numbers.

Mr. Rachal stated he has been in discussions with Dr. McCalla and others in his district concerning this; and with Captain Shreve being the only high school for his constituents to attend as a neighborhood school, he supports addressing this critical issue. He said Dr. McCalla reported she could have hired three additional teachers needed because of state mandates; however, space was not available for them. He added that the funds to be used in the building of

this wing are excess funds from the 1997 Bond Issue dedicated to classroom wings, and that he would like to see this item on consent. Mr. Rachal also recognized many in the audience in attendance in support of this project for Captain Shreve.

Ms. Phelps stated her agreement with Mr. Guin's comments about addressing this problem with other schools and that she would like to know what other schools might be in violation of Bulletin 741 and have not been brought to the Board's attention, as she believes it is something that should be addressed all at the same time. Ms. Phelps asked the superintendent if, when she took the superintendent's position, she had a list of priorities that she wished to address and/or maintain during her tenure as interim superintendent? Mrs. Gunn said that would be to meet the needs of all the students and to get everything settled at the school and to go through the semester with the opportunity for students to be successful with testing and to address the needs staff knows we have in the academically unsuccessful schools, and to provide equity across the district. Mrs. Gunn added that staff has looked at the other high schools and they do not exceed Bulletin 741 requirements. Ms. Phelps asked if the elementary and middle schools have been addressed? Mrs. Gunn said they have not at this time. Ms. Phelps said she asks this question because we need to set priority goals and this item is a big ticket item. She said she is not saying that it doesn't need to be addressed, but she believes we are in an interim time without a superintendent, and she would like to have the superintendent in place and that person to implement changes, etc. and address these issues. She said her mindset during this interim time is to address the high priority schools, and she would like for the board to be conscious of the authority the board has without someone in place and cautious about the spending until there is a superintendent in place. Ms. Phelps also asked the superintendent why this issue was not addressed during the former superintendent's tenure? Mrs. Gunn said while she can't speak for the former superintendent, this is an issue that has come consistently since 1999, and even more so since the escalation of the number of homes being built in Southeast Shreveport. Ms. Phelps said she understands this, but in looking at the capacity of 1,300 students and the school has an enrollment of 1,230, she asked why it was not addressed with the board before now? She said she is very uncomfortable with this item being placed in this board's lap at this time without a superintendent. Mrs. Gunn said the need for additional space at Captain Shreve has been discussed from time to time through capital projects discussions and it now has reached the critical stage. Mr. Burton also commented that this has been a serious matter before the board prior to Ms. Phelps even being on the board. Ms. Phelps said she is not questioning the growth and this is her former high school, but her question is Mrs. Gunn has been in the academic area for several years and it was not brought to the board's attention from the superintendent prior to now and she is wondering why the former superintendents from 1999 have not brought this to the board's attention? Ms. Phelps asked when was the wing completed at Captain Shreve from the 1997 bond issue monies? Mr. White responded in the 03-04 school year. Ms. Phelps said she has been on the board since '04 and this additional need has not been addressed with this board relative to Bulletin 741. She said she is very uncomfortable with this being on the lap of this board without a superintendent in place. Ms. Phelps said the board is to share support of all the schools, and at this time, it is priority, which is a concern she has. She added if things are done the right way, and policy is followed, she is fine. Ms. Phelps also asked if funds are still being spent from the '97 bond issue? Mrs. Gunn responded that is correct. Ms. Phelps said she has a problem with us anticipating such a funding, whatever the source may be, and asked if the wing being built at Woodlawn is a part of that money? Mr. White responded it is, and we are currently finishing the final two wings proposed and approved by the voters in the '97 bond issue. He reported we are ahead of schedule with the completion of the Woodlawn and Caddo Career & Technology wings, and that 414 classrooms have been built when 390 rooms were scheduled to be built. Mr. White also added that the interior finishes are being worked on the two wings under construction and if they are not completed before the summer, they will be completed during the summer for use the next school year. Ms. Phelps asked staff what happens with left over bond monies? Mr. White responded it comes back to the board to be utilized in alignment with the parameters of the way the bond was written. Ms. Phelps said this also concerns her that the school and staff knew we would have leftover bond money before it was brought to the board and she addressed this issue last year relative to an elementary school that needed a wing and after extensive conversations, she went back to the constituents and explained to them that wings and buildings infrastructure comes from bond money and not capital projects, but she had no knowledge that there would possibly be money saved that the board could look at. She asked how staff and the school know about this; because she is concerned that if policy and procedure were followed, it should have come to the board first before being shared with the principals. Ms. Phelps said if this was brought to the board, she was unaware of it, because when

the principal of an elementary school asked her about this issue last year, none of this information was available. Ms. Phelps also stated she has taken the initiative to get advice from state and national officials that have been in this business a long time, and again stressed her concern of the board being accountable in spending these kinds of monies without a superintendent in place. With the deadline of naming a superintendent only a few months away, she asked if we could wait and look at the needs of all the schools as a whole for the district. Ms. Phelps also questioned a board member talking about an issue before it is even shared with the board members, having construction plans from staff that other board members were not privy to, and sharing that information with the public, with other board members seeing the information on television before it comes to the board. Mr. Ramsey called for a Point of Order. Mr. Burton stated that a board member can not discuss the motives of another board member. Ms. Phelps said she didn't say motive and this has to do with this motion since there were plans. Mr. Burton asked Ms. Phelps to stick to the motion and to address her concerns and not other things. Ms. Phelps said she did not, but she is saying that when a board member takes information about a wing at a school and shares it with the public before it is shared with the members of the board, that is a concern of hers, and is a problem, and she doesn't think it is right. Mr. Guin called for a Point of Order and asked what is the purpose? Mr. Burton said the problem is the only persons that can call for a Point of Order is one of the Executive Committee members since we are not in a regular session. Mr. Abrams responded that the President is correct in that members of the Executive Committee are the ones who can raise a Point of Order; however, the Board President can raise a point on his own, which he did. Mr. Burton said he tried to raise a Point of Order, and Mr. Guin noted that he did, but it continued as though he said nothing. Ms. Phelps said it did, because it has to do with the motion. She also added that board members can listen as it has a lot to do with the motion about Captain Shreve and the new wing and the fact that it was publicized before board members knew anything about it. Ms. Phelps said these are her concerns and she hopes that things continue to be fair and done properly for every school and she would like for the board to be cautious about the spending in the next few months before a new superintendent is in place and the need to set some priorities with the possibility of some additional schools being taken over.

Mr. Rachal asked the superintendent if the staff believes the need/crisis in Southeast Shreveport, and in particular Captain Shreve, is the highest priority at the present time relative to the need for classrooms? Mrs. Gunn responded it is as far as classroom needs, and not only Captain Shreve, but also Youree Drive and University. She said when you have a school that cannot hire all their teachers because they do not have any place to put them, and you have over-crowded classrooms, then to her it is a high priority need. Mr. Rachal stated over 6,000 homes have been built in Southeast Shreveport, and asked, if this is not enough to address the need, what is the standard? He added this need has been addressed for over a year and a half and that he even brought it up at the board's retreat as something needing addressed in a long-range plan. Mr. Rachal stated we are talking about building 14 classrooms, eight of which are already filled; and since more students are expected in the next year, he believes we should be talking about 20 classrooms to meet the needs. Mr. Rachal said the funds are there to address the need, funds dedicated to building classrooms, and he would like to see this on consent and addressed immediately.

Mrs. Crawley stated that this is the first time in her recollection that a principal has called individual board members to explain this and she appreciates how it was presented.

Items 9.06, 9.07 and 9.08. Mr. Rachal commended staff for securing the total of \$2.947 million in these three grants.

Adoption of Reading Textbooks. Mrs. Crawford shared with the board information from a seminar on reading in grades 4-12 that she attended at the NSBA National Conference. She announced she brought some material back and asked if the books being ordered are geared toward teaching children in middle school that cannot read on the 4th grade or above level to read and catching them up? She said those conducting the seminar reported it takes two hours of reading a day to catch students up when they cannot read. Mrs. Gunn said staff knows the reading textbook is a guide, a resource for teachers; and in the recent reader editions, there are interventions the teachers can use to help direct them when addressing students at or below grade level, as well as those who are above grade level. Mrs. Crawford explained the information she has is on the Alabama Reading Initiative which has for two years shown great strides in teaching readers how to catch up. She said she believes it is something Caddo should at least look at and

see if it, as it is or modified, might be something that can help our students. Mrs. Gunn stated the Alabama Initiative is one of the initiatives the State Department of Education is using along with one from Florida.

Ms. Phelps asked if the board is only being asked to adopt the books, or is the board also being asked to approve the cost for them? Mrs. Gunn said that at this time, staff is asking for the board to adopt the books, and when the budget comes to the board, it will include the monies to be used for buying the textbooks. Mrs. Gunn further explained that normally, when buying the reading textbooks, staff works with the publishing company and they provide all the books up front with a plan for the district to pay for them over a two-year period. Ms. Phelps asked Mrs. Gunn if she had any idea as to what the cost will be, and Mrs. Gunn responded that it is approximately \$1.7 million for the elementary, and about the same for the middle and high school reading textbooks.

Renaming the Performing Arts Center at Caddo Middle Magnet to the Lel McCullough Performing Arts Center. As the board member for this area, Ms. Phelps said she was surprised to see this item on the agenda with no prior knowledge that it was coming forth and asked the superintendent why she was not afforded the knowledge of this item before it appeared on the agenda? She said she believes this is normally brought to the board from the community and she doesn't have an explanation to the community about this item. She asked if the procedure is being followed? Mr. Abrams said the board approval is needed to begin the process, because it is concerning a living person, and he did look at the building to make certain it is an unattached building, which it is, and it will not qualify as part of the facility. He said the board will need to follow Policy FF which requires that a recommendation is submitted for a name change for the facility and following a public hearing 30 days prior to the board approving it, it can then be contingent upon the Legislature passing a special act authorizing it to happen. Ms. Phelps asked the superintendent for an explanation as to how this item appeared on the agenda? The superintendent explained it came from the school level. Ms. Phelps again stated she had no information through her community on this and she believes she represents one of the most diverse districts and there is a great concern because of the history at Caddo Middle Magnet and residents in that community have been there longer than any of us or the school. She said relative to identification and ownership, she said there has been a problem since the school became a magnet school and many of the neighborhood students cannot attend the school and there is concern in the community on the renaming of the Performing Arts Center. Ms. Phelps said all the communities are different; and while the community may not be familiar with all the things at Middle Magnet, they are very familiar with the neighborhood school before the change, and she believes many will address the board on their concern.

SUPERINTENDENT'S REPORT

Mr. Guin also announced that he received a letter from the Mayor and Town Council of Rodessa and also from Senator Lydia Jackson concerning the dilapidated building owned by the CPSB in Rodessa that has become an eye-sore to the community. He asked that staff provide him the estimated cost to (1) secure the building properly and (2) tear the building down.

CONFIRM THE AGENDA AND CONSENT AGENDA

Mr. Burton recommended items 7, 8 and 9.01-9.09 and 9.13 as the consent agenda. *Ms. Crawford moved, seconded by Ms. Priest, to approve the proposed agenda and consent agenda for the April 22, 2008 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jerome Scroggins, parent, addressed the board on Captain Shreve High School and the process he went through in deciding on Captain Shreve as the school his son would attend. Mr. Scroggins highlighted his experiences with the leadership program at Captain Shreve and the opportunities available for his son to reach his maximum potential as a future leader in our diverse society. Mr. Scroggins said that Shreve has proven to have an exemplary administration and faculty which has enriched his son's high school experience; and he believes Shreve's overwhelming success has produced the problems of oversized classes, high student-teacher ratios, which he believes is diminishing his son's ability to get the quality education he deserves, as well as that of his classmates. He noted that when a corporation excels in its performance, when church congregation size exceeds its ministries, when a city's infrastructure can no longer

accommodate its population, expansion is a must, and he believes Captain Shreve has exceeded its enrollment capacity and has exhausted over the past four years every means available to address this situation in-house. He believes the current trends will continue to add to the dilemma and asked the board to support the students and teachers at Captain Shreve and the need to correct the over-crowding problem and ensure the students get the well-deserved education they need.

Peggy Murphy, parent and educator, thanked the board for the opportunity to speak about this issue which is near and dear to their heart. She said the issue of a new building brings everything together from how important it is as a teacher to provide innovative teaching to stimulating learning environment and manageable student teacher ratios which together provide exemplary instruction and student success. Ms. Murphy stated that Captain Shreve is one of the fastest growing high schools in North Louisiana and in less than four years the enrollment has grown by 30%. She stated that transfers total about 10% of the student body, and present classroom capacity is for 1,100 with enrollment currently over 1,300. Ms. Murphy also addressed the fact that Captain Shreve is already in violation of two state requirements, having over 33 students in a classroom and some teachers teaching over 750 student hours a week in the core subjects, and that the recent SACS' report cited Shreve's need for more instructional space. She also highlighted how the administration has attempted to address the issues related to space by designing make shift classrooms, which have been outgrown. She closed by saying this is an issue that is truly about children, teachers and education and asked the board to consider this request for additional classrooms for the betterment of the students.

Cedric Choyce, Caddo Association of Educators, addressed the board in support of the proposed school board policy regarding extended sick leave for classified personnel. He said this will give the vital support employees a well deserved extended sick leave policy as any of us can have situations arise unexpectedly that will cause an absence from work, and having an income during these type situations is a must as income is still needed to live. Mr. Choyce shared that he has dealt with this situation with members who have had to make decisions to defy doctors' orders before being released because of the income issue. He asked for the board's favorable support on this item for the support employees. Mr. Choyce also said he wished to sound the alarm for Woodlawn High School and in addressing the situation at Captain Shreve, Woodlawn has more space than teachers, and BTW has more space, and less students than teachers, and asked the board to be mindful of this when looking to the future.

Adjournment. *Mrs. Crawford moved, seconded by Ms. Priest, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:00 p.m.*

April 22, 2008

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, April 22, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Phillip Guin, Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps (arrived at approximately 4:39 p.m.), Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Interim Superintendent Wanda Gunn and Legal Counsel Reginald Abrams. Ms. Priest led the prayer and the Pledge of Allegiance.

First Vice President Bonita Crawford called the meeting to order at 4:32 p.m. and President Burton arrived at approximately 4:37 p.m.

CONSIDERATION OF MINUTES OF THE MARCH 18, 2008, APRIL 8, 2008 AND APRIL 15, 2008 CPSB MEETINGS

Mr. Guin moved, seconded by Mrs. Hardy, to approve the minutes of the March 18, 2008, April 8, 2008 and April 15, 2008 CPSB meetings as submitted. Vote on the motion carried unanimously.

ESTABLISH THE AGENDA

Mrs. Gunn highlighted the agenda for the April 22, 2008 meeting and asked that items 9.11 "Renaming the Performing Arts Center at Caddo Middle Magnet to the Lel McCullough Performing Arts Center", 9.12 "Revisions to CPSB Policies GCO and GCO/GCCA" be pulled and that 9.16 "Televising CPSB Meeting" be postponed until next month.

Renaming of the Performing Arts Center at Caddo Middle Magnet to the Lel McCullough Performing Arts Center. Mrs. Bell asked the superintendent about the group that needs to be met with as she knows that Representative Ernest Baylor has sent this through the legislative process. Mr. Burton stated that since this item has been pulled, the board would need to vote on whether or not it wishes it to be removed or if the board wishes to discuss it. Mrs. Bell asked that it stay on the agenda. Mr. Burton stated that it hasn't been postponed yet, and can happen when the board gets to it, so we can leave it on the agenda until someone makes a motion to postpone it. Ms. Phelps said she requested of Mrs. Gunn yesterday that it be removed. Mr. Burton responded that he understands that, but it belongs to the board, and Board Member Dottie Bell has asked that it stay on the agenda, so it can, and the board can vote at that time to postpone. Ms. Phelps called for a Point of Order, and she understands that this was brought by staff, but as respect to her as the board member in this particular district, and anytime the renaming of any building has come before the board, it has been through a board member, and she and her community were not aware, and she has signed petitions where they are not in agreement, because they knew nothing about it. She said she represents District 6, and she is asking that it be postponed until she gets back with her community. Mr. Burton stated the Point of Order is not well taken and it is on the agenda, and if Ms. Phelps wishes, she can make a motion to postpone this item, but Mrs. Bell wants it on the agenda, and it is now the board's item, and we have to see how the board wishes to handle this item. Ms. Phelps stated that if she spoke with Mrs. Gunn yesterday and the last meeting. Mr. Burton announced that the Point of Order is refused and Mrs. Bell has the right to keep the item on the agenda. Mr. Burton asked the board attorney to explain this to Ms. Phelps. Mr. Abrams stated that a Point of Order was raised by Ms. Phelps and the board president has overturned it, so the board needs to proceed to the next item. Ms. Phelps said she would like to say that this is very disrespectful to her as the board member, because every board member has had the courtesy of going to their communities. Mr. Guin requested a brief recess.

Recess. The board president called for a brief recess at approximately 4:44 p.m. and the board reconvened in open session at approximately 4:50 p.m.

Mr. Burton announced the consent agenda items are 7.01-7.03, 8.01-8.02, 9.01-9.09, 9.13, 9.17 and 9.19, and the following discussion ensued.

4.01 Bethune and Other High Priority Schools. Mrs. Gunn reported that a public forum was held on Monday evening at Woodlawn High School to address the charge of redistricting and

staff will bring a proposal for the board's consideration at the May 6th meeting. She also reported that a conference call was held between state superintendents, board presidents and State Superintendent of Education Paul Pastorek; and since Board President Burton could not attend due to his class schedule, Ms. Priest conferenced in the call. Mrs. Gunn stated her appreciation of Paul Pastorek for giving the district lead time to make plans, because it will be on a faster pace in the coming year. Ms. Priest stated that the conference call addressed those schools eligible to be placed in the Recovery District in the 2008-09 school year. She said this could affect 30-50 schools across the state and this meeting was to allow those districts to begin planning the Reconstitution Plan for those schools in School Improvement 3. Ms. Priest said the districts have until May 9th to develop draft Reconstitution Plans and that the following 10 schools possibly eligible for school recovery are Barret, Bethune, Booker T. Washington, Caddo Heights, Green Oaks, Linear, Linwood, Fair Park, Oak Park, and Woodlawn. She further noted that there are two parishes (Madison and St. Helena) in the state that do not have an option to submit a Reconstitution Plan and work began on this two years ago, and this plan being in place and working is why Bethune did not have to go into the Recovery District. She added that the state has set the deadline of May 9th for districts to submit Reconstitution Plans as they do not want to be caught at the beginning of the school year when test scores come in and not have a plan in place. Ms. Priest said this is something the district needs to act fast on to put the internal work in place during the summer to include meetings with principals over the summer and Caddo must submit a Reconstitution Plan for these schools in order to get a waiver for the school year just as Bethune, and if a plan is approved, and the district does not follow the plan, then the district will automatically move into the Recovery District with the state taking control of those schools in 24 hours. She said the superintendents expressed their concerns over the School Choice, M to M transfers, and hardship transfers; and she reminded the board that should the state come in and take charge of a school, the district is still responsible for the maintenance and upkeep of these schools. She said she believes it is in the board's best interest to move forward and put together the best Reconstitution Plan for those schools in AU3.

Mrs. Gunn also stated staff has met with the principals of these schools and is working on a draft Reconstitution Plan for these schools since Supt. Pastorek said these plans will be a part of what the Department of Education will use to make decisions as they work with the districts.

Mr. Rachal stated he has had some phone calls on the redistricting and asked the superintendent to share feedback from meetings with the principals about this. Mrs. Gunn said the meeting included those schools affected in addition to principals of some schools who may not be affected even though they are already a feeder into Bethune. She explained that almost all the principals were very positive; however, there was one principal that expressed concern. Mr. Rachal inquired if the concerns were such that we could address them or was it impossible? Mrs. Gunn stated she believed the concerns were addressed, and the whole picture is what can we do to make the whole thing work. Mr. Rachal asked about the turnout for the public forum and if the superintendent could reiterate the information about the forum that was put out to the public to make them aware of the forum and how many people actually attended? Mrs. Gunn responded the public forum was Monday evening at 6:00, that all three television stations ran information prior to the forum, an ad was run in the newspaper, in addition to other articles, letters were sent home with every student, as well as additional letters. She stated there was not a large number at the beginning of the forum, but the number grew. Mrs. Gunn announced staff will be placing the maps with the new zones in the school board lobby and Mrs. Anderson will acquire media coverage to notify the public that they are available for those interested to come in and view. She said there were approximately 50 people, half of which could have been staff. Mr. Rachal asked that, in addition to the maps placed at Central Office, smaller copies also are placed at the affected schools. Mrs. Gunn also announced they will be placed on the web site. Ms. Phelps asked the superintendent to expound on the one school principal that expressed concern? Mrs. Gunn said it was Caddo Middle Career and Technology Center as they presently do not have a neighborhood component, but they are strictly a type of careers magnet. Ms. Phelps stated that since this school is in District 6, she and the community share this same concern, because the school is presently in decline and if a neighborhood component is formed, then it is likely they too will end up in an unacceptable status. She added that she too has asked the superintendent to readdress this issue.

SPECIAL PRESENTATIONS/RECOGNITIONS

Burnadine Moss Anderson, executive assistant to the superintendent/communications, on behalf of the CPSB and staff, made the following special recognitions. The president and superintendent greeted and presented the honoree with a certificate/award. Administrators, families and friends present were also recognized.

2008 National Gold Council of Excellence Award. Mrs. Anderson announced that Captain Shreve is one of only 98 schools nationwide to receive the 2008 National Gold Council of Excellence Award by the National Association of Student Councils, and the following students were recognized: Jessica Busada, Jessica James, Hannah Wolfe, Meredith Rosenzweig, Lauren Boley. The sponsor is Mrs. Martha Goza and Dr. Sandra McCallas is the principal.

National Mission Patch Contest. The following students were recognized for designing their own mission patch for an imaginary space mission: Sarah McCracken and Anna Shankle from Broadmoor Middle Lab.

Teaching Professions Magnet. Mrs. Anderson announced that the Teaching Professions Magnet at Caddo Career & Technology Center has a very strict curriculum called S.T.A.R. (Students Teaching and Reaching). She recognized the following students participating in this program who have been exposed to the education field by performing 40-60 hours with a mentor teacher in a Caddo school: STAR Intern Hannah Bynog, 1st grade, Creswell Elementary, working with Rachel Calhoun; Star Intern Cara Timerding, Kindergarten, Fairfield Elementary, working with Carla Fajardo, Cooperating Teacher; STAR Intern Alesha Walette, 1st Grade, working with Belinda Morris of Blanchard; Rebecca Henlyshyn, 3rd, 4th, and 5th Grade, Blanchard Elementary, working with Cooperating Teacher Pamela Morgan; STAR Intern Zachary Logue, 6th, 7th and 8th grade History, working with Cooperating Teacher Gary McAnelly; STAR Intern Erica Thomas, 1st Grade, working with Cooperating Teacher Missy Phillips. Mrs. Anderson also introduced the following teachers who completed taking the Teaching Professions Class from North Caddo by way of Distance Learning: STAR Intern Skye Banzet, 1st Grade, working with Cooperating Teacher Kelly Rice; and STAR Intern VaShonne' Brown, 1st Grade, working with Cooperating Teacher Evelyn Pachankis at Vivian.

Skills USA Winners. The following students were recognized for receiving gold medals at the Louisiana Skills Contest this month: Brittney Barrett, winner in State Banner, State Pin and State T-Shirt; Miche'lin Bryant, winner in Opening/Closing Ceremony; Allen Evans, winner in Auto Service Technician; Rhonda Harris, winner in Dental Assistant and Opening/Closing Ceremony; Raven Jones, winner in Advertising Design, Chris Marble, winner in Architectural Drafting, Alec McCommon, winner in 3D Visualization/Animation; William McCommon, winner in 3D Visualization/Animation; Leslie Morgan, winner in Opening/Closing Ceremony; Christina Nelson, winner in Graphic Arts and Opening/Closing Ceremony; E. J. Oubre, winner in Job Skill Demonstration; Pam Stamper, winner in Opening/Closing Ceremony; and Mattie Wyatt, winner for Job Interview and Opening/Closing Ceremony. These first place winners will represent Caddo Parish in Kansas City, Missouri in June in National Competition. Mr. Ypya, the teacher, was also recognized as the Secondary Advisor of the Year.

Caddo Student of the Year Program Winners. Mrs. Anderson announced the following students as Caddo Students of the Year Program winners: Niharika S. Jain, high school student of the year, student at Caddo Magnet High School; Ruth Anne Bishop, Caddo's Middle School Student of the Year winner, student at Caddo Middle Magnet and also regional winner; and Neil Nathan, fifth grade student at South Highlands Elementary Magnet School, Caddo's Elementary Student of the Year and also the Louisiana Elementary Student of the Year.

National Elementary Art Educator Award. Judy Ball Johnson, teacher at South Highlands Elementary Magnet, was recognized for receiving the 2008 National Elementary Art Educator Award.

Northwest Louisiana Chapter of the Barbershop Harmony Society. Wendell Glass, President of the Northwest Louisiana Chapter of the Barbershop Harmony Society, stated that one of their association's missions is "To Keep the Whole World Singing", and to do this, they are encouraging people to begin singing at a very early age and to continue singing throughout their lifetime. In their effort to help the programs that are under intense financial pressures, Mr. Glass presented a \$100 check to each of the middle and high schools' vocal music programs along with some free sheet music for their use in introducing barbershop in their programs.

While the checks were presented, members of the River Cities Jubilee Barbershop Chorus sang their theme song.

Recess. President Burton called for a recess at approximately 5:28 p.m. and the board reconvened in open session at approximately 5:37 p.m.

VISITORS

Frederic Washington, former student, addressed the board on priorities for the district. He stated priorities are something that should be done or taken care of first and the members of the board have many priorities that include making decisions for the positive benefits of schools, students and employees for the entire district. He said he questions whether or not the priorities of the local school board are actively in place, because, as this district has seen many accomplishments, there are still many challenges the school district must face. Mr. Washington said it appears to him that concerns of certain schools take priority over the concerns of other schools and his general concern is he believes it should be more important to enhance the space at other facilities that have exceeded their capacities rather than send highly qualified teachers at schools that are struggling. He noted the statement in the mission statement that says the district has high expectations for everyone and questioned why the teachers at Youree Drive are considered more highly qualified than the teachers at J. S. Clark, because he believes in order to teach at any school in Louisiana, one must meet certain criteria. He said the bottom line is all teachers should be held at the highest standards; and if there are teachers in schools that don't have their own classroom, this should signal a problem. He said there are excellent schools in the district like Woodlawn, Fair Park, Green Oaks and BTW that need teachers and have the extra classroom space and asked why it hasn't been considered to put the highly qualified teachers to these schools with extra classrooms. He said there should be some creativity in handling School Choice and cited examples as to how this could be accomplished by giving each school the same resources and programs, thus eliminating the need for transfers. He said the problem has come with the magnet program concept, and encouraged the board to consider every school in Caddo Parish, and offering the students at every school the same resources and opportunities as those in the magnet programs.

Michael DeArmond, parent and coach, shared with the board his concern that the children at Herndon are not receiving appropriate opportunities to participate in a competitive athletic program. He said without proper guidance in this area, there are many who will not be prepared for athletics in higher forms such as high school, college, and possibly even professional athletics. Mr. DeArmond also noted that participating in competitive athletics instills in these students a greater sense of competitiveness, as well as a source of motivation in other areas of the learning process, and cited examples. He said a good athletic program is not only for the athlete, but it is also for the bands, cheerleaders, dance squads, and in essence benefits the entire school. Mr. DeArmond also shared with the board a recent experience where one golf student from Vivian beat six golf students from Herndon and he believes this was a result of Herndon not having a coach to teach and guide them. He said he also believes it will add a greater amount of school spirit. He said it will also better help them prepare to compete in athletics when they get to high school. Mr. DeArmond stated they are asking the board's consideration to (1) hire an athletic director/coach to make schedules and oversee the particular sports programs, i.e. football, basketball, baseball, softball, golf, volleyball, tennis and soccer; (2) participate in a schedule that includes other schools in the district and in surrounding districts utilizing the band and cheerleaders, and (3) have access to bus transportation to and from Herndon on game days. Mr. Guin requested that the superintendent have someone meet with Mr. DeArmond and explain why Magnet High School, Middle Magnet and Herndon Magnet are not allowed to participate in organized sports outside of life sports in Caddo Parish.

Nancy Nix, teacher and former parent volunteer at Middle Magnet, addressed the board in support of the Caddo Middle Magnet Performing Arts Center being named for Lel McCullough. She shared with the board her experience of working with Ms. McCullough for two years in her capacity as the School PTA President. Ms. Nix said it is because of Lel McCullough's hard work that Caddo Middle Magnet came to have a Performing Arts Center. She referenced other Caddo Parish School facilities named for school administrators and reminded the board that Caddo Middle Magnet draws students from all across Caddo Parish, and this is something that has been the desire of the staff, teachers, parents, students and PTSA for 16 years. She encouraged the board to honor this great educator in this way.

Patsy Richardson, employee, addressed the board on the proposed policy for extended sick leave for support personnel. She said all school employees should be treated in a fair and human way, especially during times of family emergencies and crisis. Ms. Richardson shared with the board her personal experience of taking an unpaid leave in order to care for her parents during a health crisis, which turned into a financial crisis for her. She said this all caused her much sadness and stress, and noted the fact that this is not the case for bus drivers or teachers, since they can get extended sick leave time. Ms. Richardson stated that she contacted her union leaders and asked for their help in getting this changed so all employees are treated the same and fairly, and asked the board members to take this into consideration.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on the high hopes that many had for the high school redesign which might include a broadening of the diploma track to something more than the one college bound track but to include a skills and technical track. She said BESE has now pushed the high school required Carnegie units to 24, which greatly reduces the opportunities for electives. She said Louisiana did not have to do this because it is less rigorous than other states, because we are only one of two states requiring 24 units to graduate which includes the more rigorous four units each of English, Science, Math and Social Studies. She further explained there are eight other states that do require 24 credits, but the only difference is none of them require four (4) units in each of the four subjects. She said she wonders why anyone would think adding another Carnegie Unit would be beneficial, and asked how will this benefit us by reducing the number of dropouts?, how does this help us reduce the number of dropouts?, how does it benefit students in aligning requirements in our State's economic needs, and how does this benefit students who use electives to have a quality high school experience to explore talent and career options. Mrs. Lansdale stated that it must also be considered what an additional Carnegie unit does to the school scheduling, including continuing to offer time for additional electives. She also noted the additional responsibilities a teacher has when a seventh period is added to the day or a variance of the block scheduling is added, and that these teachers are paid the same as those teachers who work 360 minutes. Mrs. Lansdale stated the Federation will be seeking Judicial Relief, and asked the board to voice this concern to BESE over adding this additional Carnegie Unit, to bring together a committee to look at all the scheduling models, and to review decisions to ask teachers to instruct longer each day without compensation. Regarding the graduation ceremonies, Mrs. Lansdale reminded the board of the board's mission statement that one child deprived of any opportunity in education is too great a price, and it doesn't say anything about a state created, bureaucratic created LEAP test, and these are Caddo's children, Caddo's classrooms, and should be Caddo's decision.

CONFIRM THE CONSENT AGENDA

Mr. Guin moved, seconded by Mrs. Hardy, to confirm the consent agenda (Items 7, 8, 9.01- 9.09, 9.13, 9.17 and 9.19). Vote on the motion carried unanimously. The following is a summary of the board's action on items categorized as the consent agenda:

Agenda Item No. 7

7.02. Requests for Leaves. The board approved the following requests for leaves as recommended by staff and submitted by the superintendent:

Certified

Catastrophic Leave, March 31, 2008 – May 9, 2008

Charlotte Gilbert, Teacher, Captain Shreve, .5 year

Catastrophic Leave, February 27, 2008 p.m. – April 17, 2008

Zackery Grant, Teacher, Green Oaks, 2 years

Leave Without Pay, July 1, 2008 – June 30, 2009

Gwendolyn Buckingham, principal, Turner Elem/Middle, 30 years

Leave Without Pay, July 1, 2008 – July 1, 2009

Ginger Grant, Content Coach, Linwood/Queensborough, .5 year

Leave Without Pay, February 26, 2008 – May 23, 2008

Consitina Adams, Teacher, Queensborough, 17 years

Sabbatical Leave (Study), August 14, 2008 – January 2, 2009

Yenshacillia Patterson-Williams, Teacher, Hillsdale Elementary, 10 years

Sabbatical Leave (Study), August 14, 2008 – June 1, 2009

April Miles, Teacher, Summer Grove Elementary, 8 years

Sabbatical Leave (Study), 2008-2009 School Year

Rebekah Lewis, Teacher, Hillsdale Elementary, 7 years

Melanie Tesnow, Teacher, Southern Hills, 26 years

Requests of the Board

Ms. Phyllis Melvin's original request for Catastrophic Leave was approved at the March 18, 2008 meeting for the dates of March 3, 2008 – April 4, 2008. The correct dates should have been for May 1, 2008 – May 23, 2008.

Emma Zell Bradford was on medical sabbatical Spring Semester 2007-2008 school year. She has been approved for medical disability retirement and staff recommends she be relieved of her obligation to repay monies she received while on leave.

ClassifiedLeave Without Pay, April 3, 2008 – May 5, 2008

Timothy Hutches, Painter, Maintenance, 11 years

Leave Without Pay, April 16, 2008 – May 22, 2008

Litashi Mitchell, Food Technician, Child Nutrition, 8 years

7.03 Personnel Transactions Report (Hiring, Assignment Changes, Separations &

Resignations). The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of March 6, 2008 – March 20, 2008 as submitted by staff.

Agenda Item No. 8

8.01 Bids. The board approved the following bids as recommended by staff and as indicated on the bid tabulation sheets: (1) Visual Images & Sound, totaling \$89,484.00, for the purchase of Integrated Whiteboard and Personal System for Green Oaks; (2) VCC Janitorial Supply, totaling \$75,060 and Economical Janitorial and Paper Supplies, Inc., totaling \$9,590.00 for the purchase of Janitorial Poly Can Liners; (3) Economical Janitorial and Paper Supplies, Inc. totaling \$170,042.40 for the purchase of Janitorial Paper Supplies; (4) AFP Industries, totaling \$14,343.37; Economical Janitorial and Paper Supplies, Inc., totaling \$7,463.54; Pyramid School Products, totaling \$2,121.12 and VCC Janitorial Supply, totaling \$1,048.00 for the purchase of Janitorial Supplies; (5) School Aids, totaling \$58,590.00 for the purchase of chairs for end of year testing; (6) Follett Library, totaling \$65,200.00 for the purchase of Library Books; (7) Conco, Farmers, Lance, Louisiana Foodservice, and VCC Janitorial for the purchase of canned and frozen food and supplies; (8) Conco, Farmers and Louisiana Foodservice for the purchase of fish, poultry, eggs, meat and specialty; and (9) Conco Foods, totaling \$60,182.35; Lung's Preferred, totaling \$40,934.20; Louisiana Foodservice, totaling \$2,640.00 and VCC Janitorial, totaling \$80,708.75 for the purchase of food service paper and supplies.

8.02 Capital Projects/Construction Bids. The board approved the following bids as recommended by staff and as indicated on the bid tabulation sheets: (1) Grosjean Contractors with a Base Bid, for the sum total of \$56,267, for Project 2009-219, "Central Roof Library & Auditorium"; (2) Carter Construction with a Base Bid and Alternate 1, for the sum total of \$308,526 for Project 2009-205, "Southwood Elevator"; (3) Gill Industries, Ltd., with a Base Bid, for the sum total of \$64,815 for Project 2009-210, "Fair Park Abatement for Flooring-1st Floor"; (4) Whitlock & Shelton Construction with a Base Bid, for the sum total of \$145,833 for Project 2009-211, "Fair Park Floor Tile Replacement-1st Floor"; (5) Abatement Services, Inc. with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$88,798 for Project 2009-212, "Abatement for Flooring at Various Schools"; (6) Stephenson Floors with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$183,503 for Project 2009-213, "Replace Flooring at Various Schools"; (7) Louisiana Roofing Contractors with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$94,100 for Project 2009-223, "Oak Park Roof Canopies"; (8) Grosjean Contractors with a Base Bid, for the sum total of \$103,960 for Project 2009-225, "Woodlawn Roof Canopies Gym Entrance"; (9) ARC Abatement I, Ltd. With a Base Bid, Alternate 1, Alternate 2 and Alternate 3, for the sum total of \$173,532 for Project 2009-214, "Abatement for Flooring at Various Schools"; and (10) Henson's Carpet One with a Base Bid, Alternate 1,

Alternate 2 and Alternate 3, for the sum total of \$228,954 for Project 2009-215, "Replace Flooring at Various Schools.

Agenda Item No. 9

9.01. 2007-08 General Fund Budget Request. The board approved the revisions to the 2007-08 General Fund Budget as requested and submitted.

9.02 Request for Bus Transportation for LaPREP. The board approved the request for bus transportation for the LaPREP Program as recommended and submitted by staff.

9.03 Request for Bus Transportation for SPAR. The board approved the request for bus transportation for SPAR's Summer Program as recommended and submitted by staff.

9.04 Request for Use of School Buses by Saint Catherine Community Center. The board approved the request for school buses by Saint Catherine Community Center as recommended and submitted by staff.

9.05 Request for Bus Transportation by Shreveport Green/ShrevCORPS. The board approved the request for bus transportation by ShreveportGreen/ShrevCORPS as recommended and submitted by staff.

9.06 Project C.R.A.W.F.I.S.H.: Creating Resources and Wellness for Improving Safety and Health Grant. The board approved the grant for Project C.R.A.W.F.I.S.H.: Creating Resources and Wellness for Improving Safety and Health as submitted.

9.07 Project K.R.E.W.E.: Kinesthetic Resources Encouraging Wellness Everyday Grant Application. The board approved the grant application for Project K.R.E.W.E. (Kinesthetic Resources Encouraging Wellness Everyday) as submitted by staff.

9.08 Louisiana Media Arts Initiative (LMAI) Grant. The board approved the proposed Louisiana Media Arts Initiative (LMAI) Grant as submitted by staff.

9.09 Reading Textbook Adoption, K-5 and 6-12. The board approved the adoption of reading textbooks for K-5 and 6-12 as recommended and submitted.

9.13 Approval of Pupil Progression Parental Review Committee. The board approved the Pupil Progression Parental Review Committee as submitted.

9.17 Compensation Increase for (1) Long-Term Substitute Teachers with 60+ hours of College Credit or a 2-Year Degree; and for (2) Substitute Teachers with Zero to 59 Hours of College Credit that Provide Services in Rural Areas. The board approved beginning the 2008-09 school year that non degreed and two-year degreed substitute teachers be paid \$90 per day after 10 consecutive days of service.

9.19 Legislative Education Bills. The board approved the staff and Board Legislative Committee to meet and prepare correspondence and back-up materials to the Legislative Delegation requesting their support of bills favorable to education and opposition to those bills that are unfavorable to education.

PROPOSED SCHOOL BOARD POLICY REGARDING EXTENDED SICK LEAVE FOR CLASSIFIED PERSONNEL

Mrs. Crawley moved, seconded Mrs. Bell, to approve the proposed CPSB Policy GDBD Support Staff Leaves and Absences Extended Sick Leave for Classified Support Personnel Other than Bus Drivers as submitted. Mrs. Crawley stated she does not intend in her statements to support one group of employees against another, but noted a professor shared during her education training that the three most important people a teacher could develop a relationship with were the head custodian, the lunch room employees, and the school secretary. She said we want to promote good health in our employees and the most expensive thing that can happen is to lose an employee and have to rehire. She said it is important employees have the necessary time needed

for them to get well. Mrs. Crawley challenged the staff to not let this policy be abused, and since it is offered to a portion of the employees, she believes it should be offered to all the employees.

Mr. Guin stated his support of the motion, but asked Mrs. Crawley if she would be agreeable to a *friendly amendment allowing the board to re-evaluate it prior to next year's budget offering an opportunity to look at the costs involved in implementing this policy*. Mr. Guin asked legal counsel if this can be done, and Mr. Abrams responded that language can be added at the end of the policy that it will be reviewed after one year. *Vote on the motion as amended carried unanimously.*

RENAMING THE PERFORMING ARTS CENTER AT CADDO MIDDLE MAGNET TO THE LEL MCCULLOUGH PERFORMING ARTS CENTER

Ms. Phelps moved, seconded by Mrs. May, to postpone the renaming of the Performing Arts Center at Caddo Middle Magnet. Ms. Phelps stated that she is not opposed to this item, but only asks for common courtesy and respect to share with the constituents and residency of District 6 and the Eden Gardens Neighborhood Association that is always called on to support this school and the community. She said she was unable to convey any information to them prior to the last board meeting and some people in the community were not familiar with Mrs. McCullough's name even though they have lived in the community 40 plus years, so she only asks for courtesy of postponement to allow an opportunity for her to extend that same courtesy to those in the community she represents. *Vote on the motion to postpone failed with Board members Guin, Hardy, Crawford, Rachal, Ramsey, Armstrong and Bell opposed and Board members Burton, Crawley, May, Phelps and Priest supporting the motion.* For clarity, Ms. Phelps asked if in the future when board members call staff to postpone items before an agenda is made, is that not necessarily the action or the procedure? Mr. Burton said if the board agrees, but once an item is on the agenda, it belongs to the board, and a board member can ask that it be postponed, and for an item to be on consent, all the board members have to agree.

Mr. Rachal moved, seconded by Mrs. Bell, to approve beginning the process in accordance with CPSB Policy FF for renaming the Performing Arts Center at Caddo Middle Magnet to the Lel McCullough Performing Arts Center. Mr. Rachal stated he believes Ms. Nix spoke very eloquently to this and he agrees with her and that Mrs. McCullough she should be recognized for all the accomplishments she shared with the children in the community as a whole. Mrs. Bell stated she read the information on this request and she was touched that former Representative Ernest Baylor began this and she feels if he went through the Legislative process with this request, then we should support it. She said it is not the school, but only the auditorium, and we need to recognize those who leave a legacy at the school where they served and she asked the board to support what is being asked, and that is that the process begins. Ms. Phelps stated for the record and for her constituents to know that she is not opposed to this, but, for clarity, the resolution honoring Mrs. McCullough and not to get the item started; however, this was in 2007 and that is when she questioned not knowing anything about the project and when she spoke with Representative Baylor, he thought the school board was all on one page and everyone knew about it. She added it's only a courtesy as she was not aware and her position stands that it's a courtesy to let the constituents know and to include the community. She said it's not a problem, but a lack of knowledge and communication, as Mrs. Gunn stated they did not communicate that with board members and she thanked Mrs. Gunn for sharing this with her. *Vote on the motion carried unanimously.*

CLASSROOMS FOR CAPTAIN SHREVE HIGH SCHOOL – 2009-10

Mrs. Crawford moved, seconded by Mr. Rachal, to approve the construction of a 14-classroom wing at Captain Shreve High School for the 2009-10 school year with \$1.4 million coming from the remaining proceeds of the 1997 bond issue and the remainder from the Capital Projects Reserve Fund. Mrs. Crawford stated her rationale for supporting this item was shared at the work session, however, for those who do not know, and addressing the comments of the young man in the visitors section, every school district has its' own needs and District 8's needs can't be ignored and only look at District 4's needs. She said the board has to be equitable in how it looks at the district as a whole, and that all the schools' needs will be different, and will be so until we can get all our schools out of academic assistance. Once this happens, then the board can look at every school the same; but until then, the board must look at each school and what each school needs, and this school needs a 14 room wing and asked the board to support the

motion. Mr. Rachal stated that his entire district attends Captain Shreve and expressed appreciation to the principal, Dr. McCalla, for all the hard work and effort she has put into Captain Shreve. He said she has been the driving force for the increase in enrollment and it is showing by the number of students wanting to attend Captain Shreve. He said there is a definite need and the numbers justify that, and sometimes positive reinforcement is needed and to belittle the growth and not address it would not be wise.

Mr. Guin moved, seconded Mr. Ramsey, to call for the question. Vote on the motion to end debate carried with Board members Crawley and Phelps opposed and Board members Guin, Hardy, Burton, May, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

Vote on the motion carried with Board member Phelps opposed and Board members Guin, Hardy, Burton, Crawley, May, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

INTERIM PLAN FOR COVERING DUTIES AS RESULT OF VACANCIES IN EXECUTIVE STAFF POSITIONS

Mrs. Armstrong moved, seconded by Mrs. Bell, to compensate Dr. Mary Nash-Robinson \$2,000 monthly for additional duties retroactive to January 8, 2008 until a new superintendent is named. Mrs. Armstrong said it is recognized that Dr. Robinson is taking on two complete arms of the structure as Assistant Superintendent; and it's the board's duty to compensate her for undertaking these additional duties during this interim period.

Mrs. May offered a substitute motion, seconded by Mrs. Crawley, to compensate the following staff to assume the extra duties, per the plan presented by Interim Superintendent Wanda Gunn, retroactive to the dates cited and until a new superintendent is named and/or otherwise directs: Mary Nash Robinson, \$2000 monthly, effective February 4, 2008; Burnadine Anderson \$2000 monthly, effective February 18, 2008; Roy Thomas, \$1000 monthly, effective January 8, 2008 and Roy Murry, \$500 monthly, effective February 4, 2008. Mrs. May stated that after visiting with Interim Superintendent Gunn on the duties of these four individuals, she learned that we have not compensated Mrs. Anderson for her work toward the superintendent search and Mr. Thomas and Mr. Murry have taken on additional duties in Academic Affairs and Support Services respectively. She added that normally when we have lost a superintendent in the past, the board has paid the interim superintendent what the superintendent was making when they left and we did not do that. She said these staff members are taking on these additional duties and are doing a fantastic job and she believes they should be compensated for the extra duties and hours they are working. Mrs. Crawley said this is consistent with when a seventh period hour being added at some schools and the board voted to pay those teachers for additional teaching time, thus her reason for supporting this motion. Ms. Phelps asked about Mr. Murry's additional duties? Mrs. Gunn explained that he coordinates with the other Support Services' directors and works directly with Dr. Robinson. Ms. Phelps asked if there is a reason the directors in Support Services are not reporting directly to the superintendent? Mrs. Gunn said directors report to assistant superintendents. Ms. Phelps asked if that is correct even though you (Mrs. Gunn) are the interim? Mrs. Gunn said it doesn't matter if it's interim or the superintendent. Ms. Phelps stated she understands that, but is asking since they are all directors and their responsibilities would have been directed toward you anyway, why wouldn't they report to the superintendent? Ms. Phelps cited the example of transportation and in the event there was an accident, who would the director of transportation contact? Mrs. Gunn said he would contact Mr. Murry and Dr. Robinson. Mrs. Crawford asked if there is an interim superintendent, does the bus driver report to Mr. Murry and then the interim? Mrs. Gunn explained that Mr. Murry gathers the information from all the Support Service directors, and clarified that in the event of a bus accident, the board can be assured that she as the superintendent is also immediately notified along with Mr. Murry and Dr. Robinson. Mrs. Crawford explained that what she is saying is it looks as though we have added a step, because if we had a permanent assistant superintendent, then Mr. Jones would report to that person, so she is asking why wouldn't the director report directly to Dr. Robinson now. Mrs. Gunn reminded the board members that Dr. Robinson also has all of Human Resources as well, and Mr. Murry coordinates planning time with those directors and carries that information to Dr. Robinson, and it's not always just the reporting aspect of it. Mrs. Crawford also asked about the information previously received that stated \$1,500 and asked if the motion which states \$2,000 for Dr. Robinson and Mrs. Anderson is now

the correct number, and not \$1,500 as stated in the material. Mrs. Gunn responded that originally it was \$2,000 and the board did not act on it, and so staff came back with the \$1,500. However, in looking at what had been done in the past, the \$2,000 amount was more appropriate.

Mr. Rachal moved, seconded by Mr. Guin, to compensate the following staff to assume the extra duties, per the plan presented by Interim Superintendent Wanda Gunn, retroactive to the dates cited and until a new superintendent is named and/or otherwise directs: Mary Nash Robinson, \$1500 monthly, effective February 4, 2008; Burnadine Anderson \$1500 monthly, effective February 18, 2008; Roy Thomas, \$1000 monthly, effective January 8, 2008 and Roy Murry, \$500 monthly, effective February 4, 2008. Mr. Rachal said he believes the superintendent and the executive committee sat down and did a good job in working out the details, and he supports the original recommendation and asked the board to also support it. Mr. Burton said he believes the superintendent should have what he or she needs to make sure that everything is carried on, and as was said, the first time it was on the board, there wasn't a motion and that is why the change to the \$1,500. Ms. Phelps asked about Mrs. Anderson being added to this pool as she understands the board already approved her pay the first time the board began the search and that it would continue on with the new date? Mrs. Gunn explained that the minutes did not reflect the amount to be paid. Mr. Abrams added that he reviewed the minutes and the original motion in August, 2007, created a budget of \$70,000 and approved within that motion was an actual budget amount of \$21,300 for Mrs. Anderson and support persons that would be a part of the superintendent search, and it wasn't a carryover, but only for that portion of the search. He said he didn't find any specifics per person nor anything else where the board determined an amount to be paid to anyone. Ms. Phelps asked where does Mrs. Anderson's assistant fit in? Mrs. Gunn explained there is a procedure in place for classified employees who work overtime to complete a PR2 and she will be paid the same amount she was previously paid. Ms. Phelps asked if it will be retroactive to the beginning of the search? Mrs. Gunn responded yes, the same as Mrs. Anderson.

Larry Ramsey asked for clarification since he has seen numbers on what has been paid on previous superintendent search, a total of some \$18,000 (\$12,000 for one individual and \$6,000 for another) in overtime and asked if this is in addition to that? Are we now looking at another supplement since we have a headhunter? Mrs. Gunn explained that was paid during the first search and this will go back to February 8th when the search started all over again. Mr. Ramsey said he understands that, but we don't have the same amount of work involved. Mrs. Gunn explained that the headhunters do the recruiting; however, the staff still handles all the paperwork. Mrs. Bell stated her agreement with what Ms. Phelps said; because when the board met with the headhunters, they mentioned keeping Mrs. Anderson and her team in place, and noting the duties and responsibilities provided in the mailout, she supports compensating those staff who are taking on additional responsibilities to make sure the work is done.

Mrs. Crawford moved, seconded by Mrs. Hardy, to call for the question on all motions and substitute motions. Vote on the motion to end debate carried with Board members Crawley and May opposed and Board members Guin, Hardy, Burton, Phelps, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

Vote on Mr. Rachal's substitute motion failed with Board members Hardy, Burton, May, Phelps, Ramsey and Bell opposed and Board members Guin, Crawley, Priest, Crawford, Rachal, and Armstrong supporting the motion.

Vote on Mrs. May's substitute motion carried with Board members Ramsey and Armstrong opposed and Board members Guin, Hardy, Burton, Crawley, May, Phelps, Priest, Crawford, Rachal and Bell supporting the motion.

POLICY ON GRADUATION EXERCISES (POLICY IKFB)

Mrs. Bell moved, seconded by Mrs. Hardy, approval of the revisions to CPSB Policy IKFB regarding graduation exercises as submitted. Mrs. Bell stated that the information was sent in the mailout and a copy is at board members' stations and she asked for the board's support. Ms. Phelps shared with the board that last Wednesday, the education committee had a motion trying to change the state policy as it now relates to the GEE and the LEAP exam for those not meeting standard exit requirements for promotion for 4th, 8th and high school that failed in the House. She also reported that LSBA was in favor of it; and while she supports this particular motion, she

wants to understand what will be in place, and asked if this is only for those who make the academic grades and not the GEE? She also asked, in looking at the requirements in Part 2, if the maker of the motion would be willing to add guidelines for the committee to follow for the students. Mrs. Bell explained that the information lists that a 2.0 is required. Ms. Phelps stated she sees the Grade Point Average, but asked if a student misses the score, whatever the score is since she understands the score ranges, would there not be a distinction of how many points a student misses by? Mrs. Bell stated she will not agree to that. Ms. Phelps asked Mr. Thomas to explain the score for the English and Math as examples. Mr. Thomas explained the scores are based on scaled scores and it is a moving target, which means it is not the same score every year, so when a student does not pass, they do not meet the scaled score that is established by the state. Ms. Phelps said she has a concern and asked Mrs. Bell if we are not making a distinction between the student who misses by 50 and the student who misses by one? Mrs. Bell said we are not. Ms. Phelps asked Mr. Thomas if it would be beneficial if the motion includes a range, a number 5 criteria with a score, and what is the number in the past of students not passing? Mr. Thomas said he doesn't know if he can quantify exactly how many students. Ms. Phelps asked if he knows of any, and she is looking at the ranges of those students who may not have passed because of a wide range as well as those who did not pass from a close range. Mr. Thomas confirmed that there is a range of failure and there are students who miss passing by one scale score and some will miss it by 100 scale score. Ms. Phelps asked if it would be beneficial to have a range of criteria within an "x" number of points? Mr. Thomas responded that if you look at it in that regard, he believes it might complicate it. Ms. Phelps asked if the students will have the criteria requiring them to attend summer school? Mr. Thomas responded that it is not a requirement/mandate in the policy that he has. Ms. Phelps asked Mrs. Bell if she is willing to add that they register and attend summer school? Mrs. Bell said she would not because if you read the policy, it says only if they have completed everything, and if they have completed all the units and the only thing holding them back is the state exit exam, then she is only asking that they retake the test during the summer. Ms. Phelps asked if there is not a summer school for GEE? Mr. Thomas clarified there are two types – one is summer remediation for the students who did not pass one or multiple parts of the GEE exam, and two is a fee summer school for the students who fail any academic courses. Ms. Phelps said that is what she is asking Mrs. Bell to add the requirement that they register for the summer school remediation so we at least know that the students are committed. Mrs. Bell said she does not agree to this because the student and parent must sign a document indicating that to participate in the graduation exercise will not confer a diploma upon the student, so they know they have to go back to complete it, and she believes this is enough to explain it. Ms. Phelps said she understands, but stated that in her dealings with the state, some districts have in place where the students must sign that they will attend summer school knowing they are being given the opportunity to walk. Mr. Burton stated he believes both are saying basically the same thing, but it might be more explicit if the counselors tell the students they must attend the summer remediation. Ms. Phelps said she doesn't know if they are saying the same thing and asked Mrs. Bell if she is willing to add that the students sign indicating that they will attend summer school and not that they have the option? Mrs. Bell said she still believes the SRE Committee will make sure the student understands what they need to do? Ms. Phelps asked how staff will insure the students attend summer school? Mr. Thomas said at this point and not knowing what the function of the committee is, it would be necessary to sit down and work out all the logistics. He said saying to the students that it is absolute necessary they attend summer school in order to complete all the requirements will definitely be said at the review committee meeting. Ms. Phelps asked if it will be written on the document? Mr. Thomas said if it is required to be written, it will be. Ms. Phelps asked Mr. Thomas if he had any opposition to adding that requirement? Mr. Guin called for a Point of Order and that he understands what the speaker is attempting to accomplish, but since it is not included in the motion and since the maker of the original motion has not been willing to add it, then before the discussion continues, asked if a motion could be made in order to continue the discussion? *Ms. Phelps moved to add an amendment that it be a requirement that the students sign to comply that they will attend summer remediation before taking the test. The motion was seconded by Mrs. Crawford.*

Mrs. Crawley said principals have called her about this and she believes Ms. Phelps has tightened it down some. She asked Mr. Thomas if this amendment passes, does he believe, if a student from BTW, a student at Byrd, and a student at Huntington all meet the criteria, the principal or the committee will come up with the same answer? Mr. Thomas said since he serves on all of them, he believes this will be the glue. Mrs. Crawley stated that a principal shared their concerns with her and the need for this to be real tight. Mr. Thomas stated that he believes we

are talking about a small group of students. Mrs. Crawford said she seconded the motion because she believes if we let them walk, they will not complete their requirements. She also said principals have stated these same concerns to her. She also said she believes it takes away from the students who have made the grades and passed the test by letting students who have not passed the test walk without any difference noted between them. She stated that unless this requirement is included, she is not sure she can support this motion. Mrs. Crawford asked Mr. Thomas if the high school principals expressed concerns about this agenda item? Mr. Thomas explained that the portion he discussed first and professionally with the principals dealt primarily with the foreign exchange component. He said he did talk to one principal who had some real opposition to students participating, but he talked to another principal who did not have strong opposition. Mrs. Crawford asked if we can have them sign a contract that they must do the summer remediation and retake the test? Mrs. Hardy said that is the only way they can get a diploma. Mr. Thomas said we can certainly require them to sign the form and staff can certainly provide the stats as far as how many did and how many didn't.

Mrs. Armstrong moved, seconded by Mrs. Hardy to call for the question. Vote on the motion carried with Board members Rachal and Bell opposed and Board members Guin, Hardy, Burton, Crawley, May, Phelps, Priest, Crawford, Ramsey and Armstrong supporting the motion.

Vote on the amendment carried with Board member Guin opposed and Board members Hardy, Burton, Crawley, May, Phelps, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the amendment..

Vote on the main motion as amended carried unanimously.

SUPERINTENDENT SEARCH

Burnadine Moss Anderson, staff liaison to the board for the superintendent search, reported that as a result of direction from the board, the central administrators have made input forms available to all the schools and this input is being received. She reported the brochure is on Caddo's website and it has also been sent to all interested individuals, as well as all the districts in Louisiana. Also, she said the job has been posted on many sites. Mrs. Anderson noted the input she received from board members on a possible calendar and shared a proposed calendar based on that input. She said the headhunters have again stressed the importance of having a calendar set before they select candidates to come to Caddo and to not waiver from that calendar. Mrs. Anderson shared with the board a draft of a proposed timeline. During the discussion, Mr. Burton announced that the executive committee will be the negotiating team and will meet in executive session so as not to leak any information prior to time to release it.

Mr. Rachal moved, seconded by Mrs. Hardy, to approve the 2008 Superintendent Search timeline as presented. Mr. Rachal asked Mrs. Anderson to clarify that it's BWP's recommendation that of the 10 they bring as candidates, that the School Board bring 5 to 6 quarter-finalists. Mrs. Anderson explained that it's highly recommended the board interviews five to six. She added when the consultants were here, the board said 10, and they highly recommend at least five to six. Mr. Rachal also asked about clarification on the voting process and how it will go. Mr. Burton explained that Mrs. Anderson has a format and the number depends on the board and how they wish to do it. Mr. Rachal asked that at the times the board is voting on selections, he would like to know the options prior to the actual voting. Mrs. Anderson said that she will bring this information in the form of a motion the meeting prior to when the board members will actually be voting on candidates. Mr. Rachal said he would also like to know what BWP's advice in this regard might be. Mrs. Anderson stated they will be in town on May 20th and it is possible the board may want to build in some additional time accordingly.
Vote on the motion carried unanimously.

ANNOUNCEMENTS AND REQUESTS

Mr. Guin stated that he would like to encourage staff to make sure they are incorporating information to board members in plenty of time prior to decisions being made by the board, such as the renaming of an auditorium, etc. He also stated that he understands what lobbying for votes is all about, but to have something and have it admitted that we had an agenda item that the board still has on the computer at one figure and the votes were noticed and to change it to a different figure the day of a board meeting. Mr. Burton said that is the prerogative of a board

member to change it and make it whatever they want to. Mr. Guin said that is his point, the board member did not change it.

Ms. Priest stated that she received a special grant program from Senator Landrieu's Office, the AT&T High School Success Program, a five-year grant program that works with at-risk students. She said she is asking staff to investigate these grants and bring back a report in case the board wants to apply for these dollars.

Ms. Priest asked the superintendent to investigate and determine whether alternative schools have the capacity or are able to provide FAPE to all special education students who have been suspended or expelled.

Ms. Priest asked the staff and Legislative Committee of the Board to get together and prepare correspondence along with backup materials to submit to the Northwest Louisiana delegation requesting their support of education bills that are favorable to us and to oppose those unfavorable education bills.

Mrs. Crawford stated that she heard rumor that when Youree Drive was broken into, that even the principal heard about it on the news and asked that staff notify the principal and the board member.

Ms. Phelps asked the superintendent for a report on the cheating issue at Woodlawn during testing.

Ms. Phelps asked if staff plans on bringing something to the board on the 5th, 6th and 7th grade summer school at the next meeting?

Ms. Phelps requested that the Linwood Boys Basketball Team that is being recognized at the City Council meeting also be recognized at a future CPSB meeting.

With the new textbook adoption, Ms. Phelps asked that staff come back with a policy on the students home book checkout, providing a procedure whereby parents can check them out.

Ms. Phelps asked when staff will bring an adjustment to the 2008-09 school calendar?

Ms. Phelps said that Mr. Thomas said he would be happy to provide the board with a report on graduation exercises and those who sign and go through the summer remediation program and she would like to receive this information as soon as it is available.

Mr. Abrams announced that on Sunday, April 27th, at 7:30, the Shreveport Chorale and the Texarkana Regional Chorale will be singing Felix Mendleson's *Elijah* at St. Jude's Catholic Church. He invited all who might be interested to attend.

Mrs. Gunn brought attention to the Celebrate Education program April 28th – May 4th and invited all board members to attend.

Mrs. Crawley asked when the review of the magnet policy/procedures will be on the agenda? Staff and Mr. Abrams responded it will possibly be in June.

Mrs. Bell asked that staff provide her with information on the requirements for M-M transfers.

Mrs. Bell also announced that the West Shreveport Alliance recently addressed the board on their concerns for the Law Program at Huntington. She said she invited them to Huntington last week and they actually met in the court room and shared with the board how impressed eleven of the Alliance's former presidents were with this program and facility. She asked the board members to visit this program and support her in her efforts to bring these students back to Huntington. She asked the superintendent to allow staff to work with her on this project.

Mrs. Armstrong stated that in light of some of the remarks made, she asked if staff could begin exploring the 4 x 4 block configuration for all the high schools. She said she believes this allows opportunities for extra electives and under the new requirements for High School Redesign, we might want to explore this opportunity to maybe give our students more options.

Mr. Rachal asked that a resolution be added to the agenda and sent to BESE and all other parties involved about adding another Carnegie Unit for graduation. He said this is making it more impossible for students to participate and excel in other things when the state continues to add additional Carnegie Units.

Mrs. May stated she was elated to know that Mr. Murry's office received kudos from the Queensborough area and Lakeshore Elementary because of the breakins. She announced that the security personnel arrived on time and held the suspects until the police officers arrived. She thanked him and his staff for responding so quickly.

Mrs. Hardy announced she is on the Scholarship Committee for the Caddo Career and Technology Center and the Stars for Tomorrow Program will be April 29th at 6:30 p.m. in the auditorium. She announced that 36 \$200 scholarships will be awarded and she asked the board members to consider contributing to this worthwhile program.

Ms. Phelps asked Mr. Brown to look at advertising programs and meetings on Caddo's web site. She said she believes if the meeting on Monday night at Woodlawn had been posted to the web site, more would have received the word about it and been in attendance.

Ms. Priest announced that board members received the School Board News from NSBA and noted an article on how newspapers give parents negative views of schools. She said she believes it is very important, and especially with our AU schools, Choice, that we change the negative perception in our country and that it's not the fact that so many of our schools are bad, but people many times make their decision on the image projected through the local media. She said she would like the board and the designated staff person to meet with the Editors and Editorial Board of the local newspaper to form a partnership and work together on how we can more positively get information out about all our schools.

Mrs. Armstrong announced that the Most Improved Student Banquet will be held on May 1st at Brookwood Baptist Church at 6:00 with Sheriff Prator as the guest speaker.

Mrs. Armstrong also stated that information has come to her regarding a conflict in the way P.E. grades are given in situations of off-campus P.E. and on-campus P.E. She said she believes this should be looked into, as it appears that those who are taking the off-campus P.E. are often unsupervised and they are still making a 4.0 GPA and this is giving them an edge when it comes to grades and the rank they have in the graduating classes. She added she believes this is a liability issue as students who are often unsupervised are still in our care and we may need to look at this and possibly bring them back on campus and do away with off-campus P.E.s.

EXECUTIVE SESSION

State of Louisiana in the Interest of the Minor C.T., Docket No. 125,710, Juvenile Court for Caddo Parish. *Mr. Guin moved, seconded by Mrs. May, to go into Executive Session for up to 10 minutes for the purpose of State of Louisiana in the Interest of the Minor C.T., Docket No. 125,710, Juvenile Court for Caddo Parish. Vote on the motion carried unanimously and the board went into executive session at approximately 7:30 p.m.*

The board reconvened in open session at approximately 7:50 p.m. *Mr. Guin moved, seconded by Mr. Rachal, that attorneys be authorized to seek Writs in the matter numbered 125,710, State in the interest of C.T, Jr. in regards to the amended judgment of Judge Paul Young dated April 17, 2008. Vote on the motion carried with Board members Guin, Hardy, Burton, Crawley, May, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion. Board Member Phelps was absent for the vote.*

Adjournment. *Mr. Rachal moved, seconded by Mrs. Hardy, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:55 p.m.*

May 6, 2008

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, May 6, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Phillip Guin, Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present was Wanda Gunn, interim secretary, and Reginald Abrams, legal counsel. Mrs. Crawford led the prayer and Pledge of Allegiance.

Mrs. Bell recognized and congratulated Mr. Burton for being named the Grand Marshal of Southern University's graduation and for 40 years service at Southern University. Ms. Priest extended birthday wishes to Mrs. Hardy.

VISITORS

Linda Scott addressed the board in support of the proposed plan for Caddo Middle Career and Technology Center to be a feeder school for the students at Caddo Heights as well as Sunset Acres, east of Mansfield Road. She shared with the board her history at this school and the many changes in this neighborhood and encouraged the board to support the proposed plan.

Rudolph Glass, Jr., parent, spoke to the board in opposition of the proposed plan to make Caddo Middle Career & Technology Center (CMCTC) a feeder school because he took his son to CMCTC because he met the qualifications to attend. He said he doesn't have a problem with students being sent to feeder schools, but this will affect the school in a manner that he doesn't believe is in the best interest of the students. He asked the board to vote against this proposed plan. He noted previous neighborhood schools that were made magnet schools and the neighborhood children had to be bussed to schools in other parts of town. He said if the board wants to do this to CMCTC, then he believes it should be done to the other high performing schools, because this proposal will send students from under achieving schools to other under achieving schools, and he believes if the board wants to do what's right, it should put more resources in the low-performing schools. Mr. Glass commended Mrs. Pierson at West Shreveport Elementary for the outstanding job she has done and he only wishes that all students have the same opportunities.

Pastor Billy Target, Sr., spoke in opposition to the neighborhood component at the CMCTC because it seems we are meddling where we don't need to be meddling. Mr. Target said he sent his son to CMCTC to receive a quality education; and if the board sends other students to CMCTC that do not meet the qualifications, he believes this will be an interruption. While he doesn't want to say that this is a race thing, he said we all know we are in that period of time; and while right is right and wrong is wrong, he asked the board to be fair and let the CMCTC remain as it is and send the students somewhere else. He noted how hard CMCTC has worked to get where it is and asked the board to remember this in making its decision.

Ben Feibel, senior at Northwood High School, addressed the board on behalf of his principal and others who face scheduling challenges on the campuses in providing on-site Dual Enrollment courses, Advanced Placement courses, as well as utilizing the Louisiana Virtual Schools to offer additional advanced placement courses, and other courses that cannot be offered during the school day due to master scheduling constraints and the availability of classrooms. He said Northwood had 78 students actively participating this year in Louisiana Virtual Schools and while this is not the same as having a teacher in the classroom, it does offer the opportunity for credit and is helpful for the future. He also said that Northwood has led the way in the use of technology to increase student opportunities and overall achievement and he has also participated in the AP Distance Learning Calculus class from Byrd High School which also required a facilitator. He asked that the board carefully consider adding a technology staffing position outside of the high school staffing formula available to each of the high schools that use their labs in order to provide continuity in the use of technology and to be able to diagnose problems that may arise during the school day.

BETHUNE MIDDLE ACADEMY ATTENDANCE ZONE/FEEDER SCHOOLS

Ms. Priest moved, seconded by Mrs. Bell, to approve the proposed Bethune Middle Academy Attendance Zone/Feeder Schools as recommended by staff with the exception that Caddo Heights

would become a feeder to Linwood Middle School instead of Caddo Middle Career and Technology Center. Ms. Priest stated that we are all aware of the requirements of the MOU with the State Department of Education, specifically the need to address school climate at Bethune Middle Academy, and one of the ways to address the school climate issue is to reduce the number of schools that currently feed into Bethune Middle Academy. Ms. Priest said there is no other neighborhood school with this large a number of diverse schools and today's action will meet the requirement of the MOU with the State Department of Education by reducing the number from 9 feeders to 4.5. She advised the board that a call came from the State Department today asking what Caddo has done to reduce the number of schools that currently feed into Bethune, and this action will make Bethune a true neighborhood school with some geographic continuity. She further explained that the other equation to the motion addresses the concerns of the student body, faculty and staff at CMCTC. She stated she is aware the CMCTC family has participated in a survey and they have echoed they do not want students from Caddo Heights at their school. Ms. Priest said it is bad when children are labeled and are done so falsely, because labels do not go away quickly, they hurt and demoralize. She said if she were a parent of a student at Bethune or Caddo Heights, she would be appalled at the comments and statements made, and further as a member of the Caddo Parish School Board family, she is appalled at the comments she has received in telephone calls from students that have labeled other innocent children. Ms. Priest said children should not be labeled nor put in a box, and they should attend a school where they are wanted and not a school where the student body, faculty nor the staff do not want them there and will not fully embrace them. Thus, she believes her motion will address the agreement between the state and the CPSB and hopefully satisfy some of these concerns.

Mrs. Bell stated how she is bothered about this labeling of children and she agrees with the motion.

Ms. Phelps moved, seconded by Mrs. Crawley, to approve the Bethune Middle Academy Attendance Zone/Feeder School plan, eliminating Caddo Middle Career & Technology as a feeder school and out of this proposal. Mr. Burton, for clarification, asked if this was not the same motion? Ms. Phelps responded no, because her motion is eliminating and not including Sunset Acres or any school, eliminating Caddo Middle Career & Technology from this proposal as a neighborhood component. Ms. Phelps expressed that she does agree with the sentiments shared by Ms. Priest, however, she doesn't believe students are being labeled, but she is concerned with CMCTC having a neighborhood component. She said it doesn't matter where the students are coming from, and she believes the family at the school definitely did not intend to target any particular student. She said in looking at the feeder schools, we are now down from 9 to 4.5 and she believes we can still meet the MOU without including CMCTC. Ms. Phelps said since the proposal was first brought to the board on April 15th, she attended a meeting with Superintendent Pastorek and his Cabinet in Baton Rouge and she asked if we were going to do more and have elementary schools more accountable. She said his words were that we would be doing more to make them more successful. Ms. Phelps added that throughout the day of that meeting, she had several opportunities for informal conversations with persons from Superintendent Pastorek's Cabinet about the situation in Caddo and the proposed feeder plan at CMCTC and was told that if a school is in decline and is accepting students from a failing school, it could possibly cause problems. She added she has spoken with persons in the Accountability Department who took the time to look up the scores of the potential schools, and she was told that if one is to play the numbers game, then it needs to be played everywhere, including all of the magnets, and not just pick one particular school and move students around. She added this person referred to it as "moving the test" and she asked why was staff doing this and if it had anything to do with Bethune, to which Ms. Phelps said it did not, and she did not know why this school is being included. Ms. Phelps also stated she was also told the district/staff should keep what we have and address the problem, and not play math tricks with the students and move them around.

Mr. Guin called for a Point of Order and noted the recommendation the superintendent has on the table and the effects on CMCTC by adding a neighborhood component, but it is precedent on the fact that Caddo Heights will be the feeder; so if you take Caddo Heights out of it, there are no other feeders to CMCTC, thus it appears we have duplicate motions on the table, even they are stated differently? Mr. Abrams explained the way the motion is worded, the original motion allows Caddo Heights to feed Linwood, but it still allows Sunset Acres to feed CMCTC. He further explained the substitute motion takes out Caddo Heights and Sunset Acres from CMCTC.

Ms. Phelps further stated that is why she has the concern in the neighborhood components to the school, not naming any school that might feed into the school, but just adding a neighborhood component based on what the state department accountability office shared with her. She said she trusts that the board will heed the opinion and advice given by the Louisiana Department of Education's Accountability Office and not add a neighborhood component to CMCTC.

Mrs. Crawley said she seconded the motion because she wants to maintain the integrity of CMCTC and believes that is what the maker of the motion had in mind, or perhaps not, but Ms. Phelps' motion totally clears it up. She stated her appreciation of staff listening to board members and adjusting. She said she believes board members should always be consulted when a major change is happening to one of their schools and allowed an opportunity to get feedback from those in their district. She stated she did not personally receive any negative feedback from parents and students, but she did get a lot of calls and she appreciates parents and students having a concern over the good that is happening in their school. She said she believes it is more a geographical location rather than the race of the students involved; however, she stated she does want to maintain the integrity of the schools because we work hard when magnet schools are set up and efforts are made to promote them, so we need to be very careful in looking at changes.

Mr. Burton asked to what degree this will impact the MOU with the State Department? Mrs. Gunn responded that the MOU says we will look at the attendance zone and feeder patterns of Bethune Middle Academy, which is what staff did. In addition, staff looked beyond that at what is called "clean up" in those areas where there were only a few students in a location; however, this has no affect on the MOU.

Larry Ramsey moved, seconded by Mrs. Hardy, to call for the question on all motions before the board. Vote on the motion to end debate failed with Board members Hardy, Burton, Priest, Ramsey and Armstrong supporting the motion and Board members Guin, Crawley, May, Phelps, Crawford, and Bell opposed.

Mr. Ramsey asked for further clarification regarding what will happen to the students at Sunset Acres and Caddo Heights if Ms. Phelps' motion passes? Mrs. Gunn explained that it will eliminate them from being a feeder to CMCTC, and from there a determination will need to be made as to where they will go, as it was stated in Ms. Priest's motion that the Caddo Heights' students would attend Linwood. Mr. Ramsey asked what school do these students currently attend? Mrs. Gunn said the Sunset Acres students currently attend Linwood. Mr. Ramsey asked if, going back to the original motion, you are eliminating the students at Sunset Acres who are already attending Linwood, would there be no change if Ms. Priest's motion takes the other component, Caddo Heights, out, and sends those students to Linwood? He said he believes there is a difference as one ends it all and leaves some people out in limbo. He said he believes if the necessary language is added to the original motion, the same thing could be accomplished; and if not, he will have to vote against the substitute motion because it doesn't clarify anything.

Mrs. Bell asked staff how many students are we talking about? Mrs. Gunn responded that between the ½ of Sunset Acres and Caddo Heights, 75 max. Mrs. Bell asked about the 400 plus students at CMCTC and the 600 plus students at Linwood and she knows the board voted to give the AU schools extra support. She asked when these students move over, can we add more support to Linwood? Mrs. Gunn said the support will follow the students, and the number of students in the Hyde Park/Lynbrook area that were scheduled to go to Linwood in the original plan will build the Linwood numbers. Mrs. Bell inquired about Linwood's capacity and Mrs. Gunn responded that at one time they had about 800 students.

Ms. Phelps clarified that her motion basically leaves it the same and that CMCTC was not a feeder, and Caddo Heights was never a feeder to Bethune, so for clarity, the students will continue to go where they are going, and this excludes CMCTC from the whole gamut because she doesn't know why they were included in the beginning and why we are moving students from Ridgewood, because all of this should not have taken place if we are dealing with an MOU for Bethune. She added students from Sunset Acres and Caddo Heights were never actually zoned to CMCTC; Caddo Heights was never a feeder to Bethune, so they will still attend where they are now, and is why she is proposing that it stay the way it is, and exclude CMCTC from the equation, which is what she asked for from the beginning. Mrs. Crawford asked for clarification that we will not be adding students to Bethune? Ms. Phelps said we will not, and there were only about 12-15 students from Caddo Heights zoned to Bethune, so if we address it the way the

MOU states, we are only addressing 12-15 students. Ms. Phelps said she hopes this answers Mr. Ramsey's question and that Caddo Heights was never a feeder school to Bethune, so the students when leaving Caddo Heights will continue to go where they were going and only address the 12-15 at Sunset Acres. Also, Ms. Phelps said with the State Department telling us to keep what we have and address the problem; and since putting a neighborhood component at CMCTC does not address nor have anything to do with Bethune at this time, she asked the board to not add the neighborhood component at CMCTC.

Mr. Guin asked legal counsel if the substitute motion passes, is it correct to assume that within that motion it would send Caddo Heights back to Linwood and ½ Sunset Acres back to Linwood, which is where they are now? Mr. Abrams stated he did not know, but if that is where they are going, yes that would be the correct response; and he is making an assumption, because if they are currently zoned to go to Linwood, this motion basically says you are approving the feeder pattern with the exception of removing the feeders from CMCTC and they would go where they were going before. Mr. Guin said he has spoken with the makers of both motions, and unless he is mistaken, he believes the intent of both is to accomplish the same thing, whether or not it has been stated that way or not. He said he concurs with the intent, because going back in history, the creation of the CMCTC happened to reconstitute a failing middle school, Hollywood Middle School, and to add the neighborhood component back at this time, when this school is not a failing school, he believes would be a mistake. He also stated if you are going to have sacred cows, you must be consistent in the sacred cows and agrees with the visitor's comments, and if we are going to hold our magnet schools sacred, then we must hold all magnets sacred – the academic and programmatic. He asked the board to recognize if we start this, we are opening a door for it to occur at other places and it will be hard to argue it at that point, without it becoming the argument mentioned from the podium during the visitors' comments. Mr. Guin said if we are going to do it, we need to be consistent in how we do it.

Mr. Ramsey moved, seconded by Mrs. Hardy, to call for the question on both motions on the floor. Vote on the motion to stop debate carried with Board members Crawley and May opposed and Board members Guin, Hardy, Burton, Phelps, Priest, Crawford, Ramsey, Armstrong and Bell supporting the motion.

Vote on the substitute motion carried with Board members Guin, Burton, Crawley, May, Phelps, and Crawford supporting the motion and Board members Hardy, Priest, Ramsey, Armstrong and Bell opposed.

Mrs. Crawford moved, seconded by Mr. Guin, to rescind the vote. Mrs. Crawford explained the wording of the motion is not clear enough to comply with the MOU, so it is necessary to reword the motion so it complies with the MOU and still takes care of the CMCTC situation. Mr. Abrams explained the first motion does, because it moves the Caddo Heights students to Linwood and the original proposal says you have Caddo Heights' students going to Bethune. If you pass this motion and do not address those students, they are zoned to go to Bethune. Mr. Burton announced that Mrs. Crawford was in the majority and can call to rescind a vote, which must pass by 2/3 vote. *Vote on the motion to rescind carried unanimously.*

Mrs. May stated that as the board was talking about Bethune Middle Academy, Caddo Heights, Hollywood, Linwood, she wonders about the students at Ridgewood and how many will be leaving Ridgewood and coming to Linwood. She asked that staff provide the numbers for Ridgewood and why some of these students are not going to Ridgewood.

Ms. Priest moved, seconded by Ms. Phelps, to approve the proposed attendance zone/feeder schools for Bethune Middle Academy as recommended by staff with the exception that Caddo Heights would become a full feeder to Linwood Middle School instead of Caddo Middle Career Technology Center and that Sunset Acres students east of Mansfield Road would become a feeder to Linwood Middle School instead of Caddo Middle Career & Technology and that Caddo Middle Career and Technology would not have a neighborhood component. Mrs. Bell said this needs to go into the State Department today or Bethune will be closed within 24 hours and we need to remember that. Mrs. Gunn asked legal counsel if a statement needs to be included that this reduces the number of feeder schools from 9 to 4.5 so the state department will understand the reduction has been made. Mr. Abrams said that is what the board is doing. Mrs. Gunn stated she understands, but the state may not understand where these schools are. *Mr. Guin moved, seconded by Mr. Ramsey, to call for the question. Vote on the motion to end debate carried with*

Board members Crawley and May opposed and Board members Guin, Hardy, Burton, Phelps, Priest, Crawford, Ramsey, Armstrong and Bell supporting the motion.

Vote on the second substitute motion carried unanimously.

2008-2009 CALENDAR REVISION, PERSONNEL RECOMMENDATION, RESCIND BID 2009-225, WOODLAWN ROOF CANOPIES & GYM ENTRANCE AND RESOLUTION OPPOSING PUBLIC FUNDING FOR SCHOOL VOUCHERS

Mr. Guin moved, seconded by Ms. Priest, to approve the proposed revision to the 2008-2009 school calendar as submitted, to approve the personnel recommendation as recommended by the superintendent, to rescind the acceptance of the bid for Woodlawn Roof Canopies and Gym Entrance, Project 2009-225, by Grosjean Contractors, Inc., and not enter into a contract with Grosjean Contractors, Inc. and that the project be re-advertised and re-bid, and to approve the proposed resolution opposing public funding for school vouchers and that copies of this resolution be sent to Governor Jindal, all representatives and senators, and to all public school boards through their superintendents, asking all school boards to join the Caddo Parish School Board in their opposition of school vouchers. Vote on the motion carried unanimously.

Jan Holliday, director of certified personnel, introduced the following board-approved appointment: David Bellar, principal, North Caddo High School. This appointment will receive the salary applicable to the position to which he is appointed. Administrators, family and friends present were also introduced.

SUPERINTENDENT SEARCH

Burnadine Moss Anderson, staff liaison for the superintendent search, announced that BWP Consultants will attend the May 20th CPSB meeting and bring 10 applicants for screening. Mrs. Anderson said the question has been raised that the presentation at that time might be better done in a work session at 3:30 p.m. prior to the 4:30 board meeting for them to share the names, biographical information, and answer any questions the board may have on the voting procedure. Mr. Burton confirmed calling a work session at 3:30 on May 20th.

EXECUTIVE SESSION

Litigation Update and Possible Resolution of Kristie Brown v. Gwendolyn Hardy Solly, et.al. Suit No. 498,469-B, State of Louisiana, Parish of Caddo, First Judicial District Court.

Mrs. Crawford moved, seconded by Mr. Ramsey, to approve staff's recommendation regarding resolution of Kristie Brown v. Gwendolyn Hardy Solly, et.al., Suit No. 498,469-B, State of Louisiana, Parish of Caddo, First Judicial District Court. Vote on the motion carried with Board members Guin and Priest absent for the vote and Board members Hardy, Burton, Crawley, May, Phelps, Crawford, Ramsey, Armstrong and Bell supporting the motion.

Adjournment. *Mrs. Crawford moved to adjourn, seconded by Mrs. May. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:32 p.m.*

Wanda Gunn, Interim Secretary

Willie D. Burton, President

May 6, 2008

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 5:55 p.m., immediately following a Special Session of the CPSB, on Tuesday, May 6, 2008 with First Vice President Bonita Crawford presiding and Lillian Priest present being a quorum. Other school board members present were Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Interim Secretary Wanda Gunn, Legal Counsel Reginald Abrams, staff and other visitors. The prayer and Pledge of Allegiance were omitted. Mr. Burton was absent due to serving as Grand Marshal of Southern University Shreveport-Bossier's graduation.

Recess. The board recessed at approximately 5:33 p.m. and reconvened in open session at approximately 5:55 p.m.

PRESENTATIONS

Wings to Wellness. Dr. Dominic Salinas introduced Kaye Cochran, Wellness Program coordinator, who shared with the board an overview of the Wellness Plan including what has been done in the past year, where we are now, and what is planned for the future. Mrs. Cochran stated that since the Wellness Policy was adopted by the CPSB, a wellness survey was sent to employees and targeted wellness activities began. She announced Caddo is one of the leading parishes in the state in developing and implementing its wellness policy. Mrs. Cochran highlighted the strategic plan which included placing a school wellness team member in each school, and hiring a coordinator to assist in implementing the district's Wellness Policy. She explained three goals identified since implementation are: 1) Nutrition, (2) Physical Activity, and (3) Healthy Behavior, and she highlighted activities in each area to promote that particular area and contribute to making our children's learning experience a healthy and happy one. As part of Mrs. Cochran's presentation, she shared how schools are being innovative in their ideas to provide activities for the students and their parents. School teams who have been successful in earning their "wings" in the *Wings to Wellness Program* will be recognized on May 20th at a special celebration and during the CPSB meeting and Mrs. Cochran invited board members to attend. Mrs. Cochran also shared with the board plans to further implement and expand the Wellness Program in the future including additional funding for some of the activities that will bring the wellness activities in the academic aspect as well as in physical education. The Central Office Leadership Team, comprised of Alan Carter, Deborah Harris, Jimmy Windham, Bridget Causey, Dr. Salinas and herself, was also recognized.

Mrs. Crawley asked about the practice of allowing students to get two ice creams and they are not touching their meal. Mrs. Cochran responded that there are some things that need improved upon and staff is creating a list so that next year in developing the goals, they can target those areas. Ms. Phelps asked about what is being offered at Woodlawn? Mrs. Cochran said there is a wellness leader and each school has a check list of things they can do in the wellness plan, i.e. physical activities, nutrition and healthy behaviors. Each school team can study and create a plan that is unique to their particular school. Ms. Phelps asked if this is being done through the P.E. teachers? Mrs. Cochran responded not necessarily, because it's not just physical education, and the wellness leader, who is appointed by the principal (and it can be a P.E. teacher, a counselor, a coordinator or whomever the principal believes it should be), receives the information and organizes a team within the individual schools. Ms. Phelps said she has received several calls about Woodlawn students not dressing out for P.E. and she would like staff to follow up on this.

2008-2009 Consolidated Budget. James Lee, director of finance, presented the proposed budget for the 2008-2009 year. Not being prepared for the work session scheduled for today's meeting, several board members requested that an additional work session on the budget be scheduled. Mr. Lee summarized the total expenditures predicted for next year which total \$.5 billion. He explained that the majority of the expenditures are in the General Fund (\$362 million), \$81 million in the special revenue funds, \$62 million in the capital projects (revised from \$58 million with the addition of the new wing for Captain Shreve High School), and \$9.5 million for debt service to retire the outstanding General Obligation bonds. Mr. Lee explained that the three major sources of revenue include (1) local (comprised primarily from property and sales taxes) 41.8%, (2) MFP (57.4%), and (3) Federal sources at .8%, and he further explained

that relative to the property taxes, staff is proposing budgeting at the current level, noting that this is a reassessment year and final numbers have not been received from the assessor's office. Staff is proposing a 1.5% growth for sales tax based on discussions with the sales tax commission office, and the MFP amount is being budgeted at the current rate since we do not know what that amount will be until the Legislature approves BESE's budget. He reminded the board that the MFP is dependent on the student count and any decrease in this number, and noting the discussions on possible vouchers, could affect the dollar amount. In highlighting the proposed expenditures by categories, Mr. Lee pointed out that 70% of the expenditures must be in the instructional area, which includes instructional services in the school administration, and at this time approximately 78% is the proposed budgeted amount in the area.

Mr. Lee explained that staff is estimating a beginning balance of \$36 million and at the present time proposed expenditures are in excess of the revenue by almost \$9 million. He stated that the estimated ending balance with this proposed budget is \$27.5 million which if expenditures exceed revenues as predicted, in three years the balance will be exhausted, thus he cautioned how we control the district's expenditures to avoid any possible cuts down the road as was the case several years ago. Mr. Lee noted the difference in the large difference is due to decisions made in previous board meetings to change the staffing formula to add counselors and enrichment teachers at the elementary schools, adding reading specialists at the AU schools and the increase in pay for sub teachers & ISS facilitators which total approximately \$2.2 million. Additionally, staff is requesting additional positions that total approximately \$1.4 million for a total of approximately \$3.5 million that was not in last year's budget.

Mr. Lee further explained that when presenting the budget last fall, a shortfall of approximately \$4.8 million was budgeted; and if all the positions are factored out, the shortfall this year will be approximately \$5.3 million which is in line, but with the proposed \$9 million, this does not leave a lot of room for things that may happen or be proposed later in the year. He reminded the board that after the budget was adopted last year, decisions were made to add several items including a \$6.5 million pay raise, and with the year beginning with the proposed budget, we will be limited to what can be done along the same lines throughout the year. Mrs. Crawley asked if there is any money to upgrade the payroll system? Mr. Lee responded that \$1 million was put aside last year for this year, and he is proposing in this budget to put aside another \$750,000, but he knows it will cost more than that. He said the type system he is looking at is a finance system that is all tied together and would include payroll and HR in addition to some other things. Mrs. Crawley asked if this is not something that can be bought now? Mr. Lee said he has received information on several systems and that once the budget process is completed, he plans on putting together a committee to look at these systems and hopefully make a recommendation to the board as to what direction we should go.

Ms. Priest asked about the \$1 million deficit in the Child Nutrition budget, and with the approximate \$5.7 million that will come off the top of the MFP funding for the CNP, how will we be able to offset the current deficit and should severe cuts come from this year's MFP, will this put us further in the hole? Mr. Lee responded that the Child Nutrition Fund continues to flow financially the way it is, the current plan to address the \$1 million deficit is to transfer money from their reserve, which at this time is approximately \$2.5 million. He added that once this is gone, the General Fund would have to subsidize that budget, because state law prohibits a district from adopting a deficit budget for any fund. Mr. Lee also clarified that when talking about cuts to the MFP, he cannot predict what will happen, but will possibly have to make adjustments if there are cuts in the funding. Ms. Priest asked if we know how soon we may know this? Mr. Lee asked if, before answering that question, we can wait and see what happens this year; but reminded them that at some point, the Child Nutrition Fund will need to be addressed; and he would like to get with the director of Child Nutrition, the new assistant superintendent of support services and the new superintendent to discuss how we might address this issue.

Mrs. Crawford asked if, when raising the rates by 25%, this will be brought to the board for approval? Mr. Lee responded that this is on the agenda for this month. Mrs. Crawford further stated that with this proposal generating \$400,000, and the fact that it affects all who are not on free and reduced lunch, she asked what other cuts might Food Service make to manage their budget other than just increase the cost of those who pay? Mr. Lee explained that some of the things that have happened are directly related to the increase in the cost of providing the meals and the fact that we have not had an increase in the meal price since 04-05. He said the current

cost for a lunch is \$3.80, and the charge to elementary students is \$1.25 and \$1.50 at the secondary schools which is not even half the cost for us to provide the meals. On top of this is the increase in the delivery cost because of the increase in fuel and food costs. Mrs. Crawford said everyone knows this, but she would like to know what other things are being done to help the budget, i.e. how many people do we have working, etc. Mr. Lee said staff can do look at this, but the biggest cost in child nutrition is the cost of the food and the people who are running the program, so you are talking about cutting people, which he is not proposing.

Mrs. May said she also is concerned about child nutrition and the need to come up with a way the children want to eat the food, i.e. cutting back on selling of snacks. She said as educators, we need to make sure that we do what we need to do to provide a nutritious meal to the students and that the students are encouraged to eat their meal. She said the teachers need to be more involved with the Child Nutrition Program and encouraging the students to eat. Regarding cuts, Mrs. May asked that Mr. Lee meet with her to rectify this issue.

Mrs. Bell stated that last year she said no increase in the cost of the lunches and she has been very pleased and thanked the staff. She stated she supports the proposed 25 cent increase and that she does not want to look at anyone losing their jobs. She asked that staff look at the enrollment at the schools and see if the cafeterias might be overstaffed at some schools and if it is possible that employees might need to be moved to another location. Mr. Lee stated that last year, staff predicted ending with an approximate \$300,000 deficit and the \$1 million is what is predicted for the end of 08-09, and that it's not a matter of a bill to pay, but is the result of the operation. Mr. Lee also stated that he is not advocating cutting anyone, and Mrs. Crawford also stated that she doesn't mean fire people, but to look at possibly not buying any computers this year, for example. In response to Mrs. Bell's question about the Summer Feeding Program, Mrs. Harris explained that these two funds are totally separate, both of which are reimbursed a certain amount from Federal funds for each child that is served a meal. She said we are not reimbursed the total amount of money for the price of a meal, but we receive \$2.46 for a meal served to a child, and it costs \$3.80 to prepare that meal, thus we are funding the difference of each meal we serve. Mrs. Harris further explained that the difference in the cost for the free student is it is not free as we get \$2.43 from the Federal Government. She further explained that we get \$1.25 from the paying elementary student, and we get 25 cents from the Federal Government for the paying student, so we absorb \$2.55 for every paying student we serve.

Mrs. Hardy said she is concerned about the fact that we have people other than teachers supervising the children in the lunch room and that children are throwing their food away. She referenced that when she taught, the teacher went to lunch with her students, sat with them and monitored the children eating their food prior to eating their desserts, and this is part of teaching the whole child.

Ms. Phelps asked about the allotment adjustment and if this is an increase in the budget for salaries? Mr. Lee said no, as one position about to be vacated is a Grade 7, the other position is a Grade 5 and they are proposing a position that will be a Grade 6, which makes it a wash.

Mrs. Bell asked if the board can address in the work session the \$14 million the state is taking and what is this for? Mrs. Gunn answered it is the request of the state department for the Literacy and Numeracy Project and is the state department's effort to replace the monies cut from the Reading First Program. Mrs. Bell asked if the state takes this \$14 million from the Reading First Program where will we get the funds? Mrs. Gunn responded we would have to go to the General Fund and asked Mr. Lee to confirm the estimated ending balance. Mr. Lee said we are estimating an ending balance of \$27.5 million if the proposed budget is adopted. Mrs. Bell said this means if she were planning to ask for something in the budget work session, then she probably should not ask for anything. Mrs. Bell said at this time, she does not have a problem with what is being spent because it all goes to help the children; however, she believes we need to address the Reading First situation. Mrs. Bell asked that staff provide in the mailout everything the state is going to do and how it could affect the budget.

ESTABLISH THE AGENDA FOR THE APRIL 22, 2008 CPSB MEETING

Superintendent Gunn highlighted the agenda items being presented for the board's consideration at the CPSB meeting on May 20, 2008 and the following discussion ensued.

Student Information System. Larry Ramsey stated that every year he has asked if anything will be done to consolidate or put a system together where we can access and get up to date information and he believes this proposal addresses that. He asked about costs to prop up the archaic systems we currently have and if there is a savings associated with this proposal to make the \$1.5 million more palatable? Mr. Brown responded that Caddo is at a real crossroads with our technology and for as long as he has been with the district, we have operated off a mainframe computer that is an expensive process each year. He further added that he and Mr. Lee have spoken about this and if the board entertains the idea of a new payroll and human resource system, and that at the same time considers the transition to an improved financial reporting system, there is a need to bring in a new student information system that is compatible or will interface the other two systems and bring continuity and simplicity to the process. Mr. Brown stated he expects that in the long-term, 3 to 5 years, we will be eliminating the mainframe and going to a more server based, web browser approach which ultimately will bring cost savings. He said this can't happen next year as we are still under a contract on the mainframe for three years, but it will take this long to implement three different administrative systems. Mr. Ramsey said he believes that the State Department will eventually require us to provide real time data on grades, and he believes this is coming real soon. He added he is also concerned about the effort to prop up the existing system and the possible major expenditures. Mr. Brown said this is true and with the fact that the universities are no longer teaching the courses needed to support our current system, the transition to newer systems that are in line with the technologies that the universities are teaching and the available work force is justified. He added you will see the current work force that supports much of the current system begin retiring in the next five to eight years, and there will not be any younger people coming up to support the mainframe system. He also noted what has been seen over the past few years in Northwest Louisiana relative to technology and the fact that mainframe shops have closed and relocated to other places, with the only remaining mainframe shops still in place, that he is aware of, being LSU Med Center, the City of Shreveport and the School Board. Mr. Ramsey stated that in looking at the benefits and features, he believes that those who are really interested in keeping up with what is going on in the school system can have easy access to grades and other information that will help make better decisions. In looking at drop-out prevention and electronic grade book reporting, imagine being able to eliminate things such as the bubble sheets and to be able to do these things more accurately and expeditiously. He expressed appreciation for staff bringing this proposal and he encouraged the board members to study the proposal provided.

Mrs. Crawford asked if we are planning on going to server-based in the next 3-5 years, why not just do that now? Mr. Brown said the time is needed to transition to a new system which will require training a work force of over 3,000 to use the systems and we are still under contract on the mainframe for three years. Mrs. Crawford asked if the \$1.5 million is in the budget? Mr. Brown said not at this time, and he is asking for it to come from the General Fund. Mrs. Crawford asked how long will it take to transition to a server-based system? Mr. Brown said this work would have to be prioritized and brought to the board for their decision. He said a student information system could possibly be transitioned in a year, possibly over the 08-09 school year, and implemented in the 09-10 school year.

Mrs. May asked that staff set up a timeline and bring it to the board to get started as soon as possible. Mr. Brown said he can do that, but he can't accomplish anything without the money. Mrs. Crawley asked what will happen if we break the contract? Mr. Brown said penalties would be involved; however, breaking the contract is not the issue, but it's having the time to transition, because we can't change over to three new systems cold turkey. Mrs. Crawley asked if we will begin now, once the board approves, to begin making the transition? Mr. Brown responded that is correct, and it will be a three-year transition.

Cecil J. Picard (CJP) LA4 Early Childhood Program. Ms. Priest referenced correspondence which states Caddo has requested additional LA4 funds for Hillsdale, Northside, North Highlands, Riverside (to be housed at Young Years Education Center), and Summerfield, University and Walnut Hill, and asked if Young Years Children Education Center is a private business and where are they housed? Mrs. Gunn said they are a day care on Youree Drive. Cindy Brunson, ECE supervisor, explained that Young Years is a private day care located on Youree Drive that is a proposed site, and we are not even sure this is a possible location, as they are currently working to get three stars in the quality rating system, which is what the State of Louisiana requires of any day care the district might form a partnership with. She said currently there are not any in the state and Young Years is working to get their three stars, hopefully by

June, and if not, the district will not be able to partner with them. Ms. Brunson also explained that the district is working with the state on budgeting and it is not certain the budgeting will work, but this is only a proposal because of classroom space and the schools along Youree Drive do not have classroom space, yet there are children we need to serve. Ms. Priest asked about the school sites mentioned and how does the neighborhood component figure in this? Ms. Brunson explained that when the grant was written, we had to have a school where the children would be enrolled and Young Years is not part of Caddo Public Schools, yet the children that go there would be Caddo Parish children. Ms. Priest asked if they will be coming from all the listed schools? Ms. Brunson said they would not, but they would come from any of the CJP LA4 sites (Cherokee Park, Creswell, Stoner Hill) and any school that receives CJP LA4 funds and there are more children than we can service at that particular site, they can have the option of going to this location where there would be a certified Caddo Parish School Board teacher, and a Caddo Parish paraprofessional, and the children would be Caddo Parish children, and they would be housed at this facility because we are running out of space. She added this is what the state is pushing the district to do if we want to continue to receive the funds. Ms. Priest asked if we are paying the private vendor? Ms. Brunson said we would be renting space and a price is still being negotiated. Ms. Priest asked who pays for the rent?, and Ms. Brunson responded the LA4 Program does. Ms. Priest asked if the funds come through Caddo?, and Ms. Brunson responded that is correct. Mrs. Crawford asked if it is correct that some parents may pay to have their children in the program? Ms. Brunson responded that is possible. Ms. Priest asked about them possibly paying? Mr. Abrams explained this program is initially funded by the State only for students that qualify for free and reduced lunch, and are the only ones paid for by the State. However, in the State guidelines, if you provide the LA4 to any students in our cluster, it shall be offered to other students in the district that don't qualify and the board may charge up to the rate that the State is paying per child. He further stated this means they are basically telling the Caddo Parish School Board that you don't have to charge them if you don't want to, but it will come out of the School Board's pocket to fund them if you don't, and then you are in a position of competing with day cares since you would be offering free before and after school day care. He said the proposal includes a sliding scale, which is required by the State guidelines for Caddo Parish Schools to charge in order to recoup the funds spent on teachers and aides. He said if the district continues with the program, it will have to be offered in each one of the clusters, and as the program is expanded throughout the district, it will ultimately have to be provided to everyone. He again stated the proposal before the board at this time, if approved by the board, would increase it to these clusters, and the proposal would be sent in to see if the State will fund it, and it would also approve a pay scale for those parents who are willing to pay. He also noted that currently there are some students housed at Judson and Fairfield and the recommendation is to remove them from these magnet schools because of the controversy of parents believing that because their student is in the LA4 Program that they have sibling preference to get into the magnet school, and is why it is recommended that the students would go to their neighborhood school and leave the magnet programs separate.

Ms. Phelps asked if they had siblings at the school, why would this be a problem? Mr. Abrams said the LA4 program is only a one-year program so there is not such thing as a sibling element, and siblings are those who tested and are actually a part of the magnet school. He said the LA4 Program is only a housing area, housing children there to provide these services. Ms. Phelps asked about her concern and if a sibling is already at Fairfield, would the student not have to test and go through the magnet process? Mr. Abrams explained that it would not matter, because, for example, there is a parent in the northern part of Caddo Parish who wants their child at that particular school because they have another child at that school, and they believe if they get in the LA4 Program at that site, that it is in their favor because they have another child in the magnet program there. Mr. Abrams said it becomes totally confusing if it set up this way. Ms. Phelps asked if there will not be any LA4 students at the magnet schools, and Mr. Abrams responded that is correct. Ms. Phelps said she did not see the information on the certain number of students being allowed into the program. Ms. Brunson explained that last year there were 200 and this is the first year for this new program whereby we are asking for additional funds for the 08-09 school year; and at this time, we do not know if we will be approved. Mr. Abrams responded there is a maximum 20 per classroom. Ms. Brunson explained that some of these classes are funded partially with LA4 and partially with another funding source, i.e. 8g. Ms. Phelps asked if she understands that first paragraph of the proposal only removes students from the magnet programs and the others will stay, and Ms. Brunson responded that is correct. Ms. Phelps also asked how Young Years was determined as a site? Ms. Brunson explained location and that they could possibly have three stars, and Young Years is the only one with one star

working on three stars and there are no day cares in the state that even have two stars. Ms. Phelps asked about the location? Ms. Brunson stated that location is where we have large waiting lists (University, Riverside, Arthur Circle, Shreve Island), and we cannot serve them.

Mrs. Crawley stated she is concerned and wants to make sure this is not a back-door voucher system and we are promoting private entities. Ms. Brunson said the only reason this option was explored is because that is what the state has requested we do to continue this program. She said when you tell them you are running out of space, their response is you don't have to put it in a public school. Mrs. Crawley asked if this could be approved minus the Young Years component? And, Ms. Brunson said it can. Mr. Abrams explained that the actual program is required to go from before school and after school and the intent is that we use day cares before and after school and that last year we actually had people lined up that could do this, so it is because of the day care component that you have the state pushing this. He said what it amounts to is now no one qualifies to take these children after hours, so we must have a waiver. Mrs. Crawley stated she doesn't understand why the State doesn't do this and leave the district out of it. Mrs. Gunn said that is one reason Caddo was reluctant to get into the LA4 Program up until this past school year. Mrs. Crawley stated that since we are in the LA4, we have some control now if we don't encourage anyone to get a three star and we just say there are none. Ms. Brunson further explained that day cares operate under Social Services, which is a complete different department than the Department of Education, and a letter has been written by Mr. Pastorek to the day cares that the LA4 Program wants to work with them when they receive three stars. Mrs. Crawley asked about the benefit to the Caddo Public Schools System, and Ms. Brunson answered to serve children. Mrs. Crawley asked if Caddo Parish School Board receives money to do this? Ms. Brunson stated that Caddo will receive \$5,000 per child that qualifies for free and reduced lunch. Mrs. Crawley asked about those who do not qualify for reduced or free lunch? Ms. Brunson stated that we get \$0, which is where the tuition is paid by the parent to Caddo. Mrs. Crawley asked for confirmation that Caddo would hire the teachers, and Ms. Brunson said that is correct. Mrs. Crawley asked if we pay the teacher from the funds we receive from the tuition; or is there a cost to the school system greater than what we receive from the tuition? Mr. Abrams responded that this comes by budgeting properly, and while there is always a risk that the parents won't pay, the intent is that we are able to provide the services for about \$5,000 and you can't go over that. Looking at the proposal, Mr. Abrams explained that the lowest amount charged is \$450 per month based on income up to the \$500 per month. Ms. Brunson explained to the board that there cannot be a cost to the school system because the school system cannot pay for pre-K, as Title I pays for pre-K as well as 8(g). Mrs. Crawley noted that we budget approximately \$50,000 for a teacher and when an aide is added to that along with the money to be paid to Young Years, she doesn't see where \$450 a month adds up to the needed \$50,000. Mrs. Gunn clarified that \$450 is for only one child and you will have 20 children. Mrs. Gunn also reiterated the point made by Ms. Brunson that we cannot use any General Fund money on any pre-K program. Mrs. Crawley stated that this sounds better to her with the exception of promoting a private business. Ms. Brunson stated that one of the things the State has told us is we cannot use lack of space as an excuse to not serve children. Mrs. Crawley stated that with the enrollment going down and with the building of wings, it appears we would have more space. Mrs. Gunn reminded the board that there are certain restrictions when addressing the pre-K children, i.e. must be on the lower floor, they have to be in close proximity to a restroom and water, etc.

Mrs. May asked if LA4 is being removed from Judson in District 5? Ms. Brunson responded we would like to relocate it. Mrs. May asked why not relocate it to Queensborough? Ms. Brunson said that has been discussed, but we must have the children in order to get the money and there is not a waiting list at Queensborough and in fact, she barely fills the class. Ms. Brunson further explained that the children at Judson come from everywhere but the immediate neighborhood. Mrs. Gunn responded that a location will be offered to them; and if they accept it, then we will know if we can get the 20 and if they don't we have given the opportunity. Mrs. May stated that she received a phone call today on LA4 and that when Ms. Brunson's name was mentioned, she did not know who they were talking about and is glad she now does. Mrs. May stated she was perturbed, disturbed and disappointed, but she will get with Ms. Brunson to discuss this further.

Mrs. Bell asked if Riverside is running out of room? Ms. Brunson responded that a school site had to be named because the children will be Caddo children and will be assigned a Caddo site in the computer, and Riverside would actually be the home school for such purposes as teacher payroll, etc. Mrs. Bell asked why Riverside can't house the children, because she believes if we

use Young Years this year, then next year it will grow to include another day care and she is opposed to vouchers and giving money to private entities. She also asked about the students being at the magnet schools (Judson and Fairfield) last year and now we want to tell those parents who have already signed up that they cannot attend. Ms. Brunson responded that we have only screened. Mrs. Bell asked if we are now going to send out letters telling them the program will no longer be housed at Judson? She said this is going to hurt a lot of people and something the staff is going to have to address. She stated the magnet rules are written down as to what you can and cannot do and asked if any LA4 rules were put into place? Mr. Abrams reminded them that the rules for the magnet schools were written before LA4 proposal came to us and it is a grant program. Mrs. Bell said the LA4 rules should have been different and the parents would not have thought this, and she believes this is misleading the parents. She noted a call from one of the magnet parents and they feel like we are moving them out because the principal feels you cannot tell LA4 parents the rule that because they are attending the LA4 at the school does not make them eligible for the magnet program, and so we are going to just kick them out. Mr. Abrams said the issue is LA4 is a one-year program so there is no reason for anyone to believe that they can go to any magnet school afterward. Mrs. Bell asked if having screened the parents, do the parents know they are able to come to the program? Ms. Brunson responded that no letters have been sent to any parents in the district. Mrs. Bell said she believes you can say that the program can stay at Judson. Mr. Abrams explained there is another issue in that there is no attendance zone for Judson or Fairfield which opens it up to the entire district, and we can't support it nor supply it. Mrs. Bell also referenced there is room at Riverside and if not, find it at another school. Mrs. Gunn said there is no room at Riverside, and that all the schools have at least one class, and there isn't space for a second class. Mr. Abrams also explained that the board needs to understand that when it takes on this program, you must also provide transportation, and this is a major issue and cost when transporting this many children. Mrs. Bell asked if there is anyway to provide transportation within the amount allotted? Ms. Brunson said we just must have the parents that will put their children there.

Mrs. Armstrong reiterated the comments regarding transportation and she knows we will be held responsible for providing transportation; and if we are providing transportation for before school and after school at day care centers, this increases our liability. She asked about clusters and possible space in four or five clusters around parish for centers that could function as LA4 centers and hopefully avoid the busing part.

Ms. Phelps asked what time will we pick up students to take them home? Ms. Brunson explained that this year if a parent elected that their child have before and after school care in a day care setting, the parent brought the child to day care in the morning and the day care transported the child to school and in the afternoon, the day care brought the child from the school to the day care and the parent picked the child up at day care. Ms. Phelps asked if this cost was through LA4? And, Ms. Brunson responded that it was, and LA4 pays \$6 a day for before and after school day care. Ms. Phelps asked if the program has to be expanded, is the state asking us to do this? Ms. Brunson responded that we do not have to expand the program, but we only want to serve more children. Ms. Phelps asked about the waiting list and how do parents sign up? Ms. Brunson explained that parents go to their neighborhood school and complete enrollment forms, the children are screened, the scores are ranked from lowest to highest and we accept the lowest first. In LA4, there cannot be a waiting list, and we must provide a place for every child that makes application, i.e. 40 make application to Timmons and there is a classroom with 20 slots, the additional 20 children must be offered a space somewhere, and the same is true if it is at Judson who has no district lines, and 80 apply, we must provide space for all 80 or we lose our funding. Ms. Phelps asked about the argument of "why we need to move the program from the magnet schools", and can't we still make the guidelines very clear and have the program at those schools. Ms. Brunson responded you can't because there are two different issues, and while she understands the issue of parents understanding the guidelines, it's because Judson and Fairfield do not have any attendance lines, we serve every child in the district, and if every child in the district wants to apply for pre-K, we must offer it somewhere, and if we don't offer it and one parent calls and says they want it and the district is not giving it to them, the state can take all \$1.5 million. Ms. Phelps asked can we not refer them to another location? Ms. Brunson responded if there is space, and that is the problem, we don't have the space. She further added that Caddo is only servicing approximately 1/3 of the four-year old population and we do not have the necessary facilities. Mr. Abrams also said there is an issue here with funding and when you are dealing with Title I, these certain schools and sites have specific requirements; and if LA4 begins to put funds in a particular school, you could destroy

the Title I funds currently in that school, so it's not as easy as picking a school and sending the students to that school. Ms. Phelps asked about the rationale for choosing these 13 schools last year. Ms. Brunson said it was classroom space. Ms. Phelps asked about the fact that staff is asking for additional space and based on the schools listed with a waiting list, how or why did they go to these schools to be put on the waiting list. Ms. Brunson said they went to their neighborhood schools and the guidelines are that for it to serve the children from this neighborhood, which is unlike other grade levels, and there are no hardship transfers for pre-K, because the grant is very specific to the school named and the attendance area for that school. Ms. Phelps asked if she understands that the guidelines are you have to be in your neighborhood school? Ms. Brunson said that is correct and thus the problem with Judson and Fairfield, as there are no neighborhoods. Ms. Phelps asked about the possibility of moving the program at Fairfield to Atkins Elementary? Ms. Brunson said Title I funding is at Atkins, but Atkins actually reduced a class a few years ago because they did not have enough children to support two classes. Ms. Phelps asked if it was LA4 then? Ms. Brunson said it was Title I. Ms. Phelps asked that staff look at Atkins. Ms. Brunson added that the reason for choosing Hillsdale, Northside and North Highlands is they do not have enough Title I money because of the increase in salaries to continue to have the pre-K program and we did not want to eliminate them because of funding and would like to pick these up with LA4. Ms. Phelps asked if since this day care (Young Years) is not three star, do we have to approve this now, or can we keep what we have now and see if they get their three stars and look at it then. Ms. Brunson responded that we never have to put it there. Ms. Phelps asked if there is a rush to get this approved right now? Ms. Brunson said the parents are waiting on letters and she cannot mail letters to parents until we know if we are going to have LA4 or not. Ms. Brunson said the day care is not even in play here because those funds have not been approved. Ms. Phelps asked if the only two changes are Fairfield and Judson? And, Ms. Brunson responded that is correct. Mrs. Gunn said we are only asking to change those two locations and to look at the sliding scale for parents to pay. Ms. Phelps said but aren't we changing that location to where they are going? Mrs. Gunn said we would have to look at another school and offer them that location. Ms. Phelps said she believes that is what the board has been asking, and that is to look at another location and not the day care. Ms. Brunson said the Judson and Fairfield would be moved to where parents have made application. Ms. Phelps asked when will we know if we will get these funds? Ms. Brunson stated it will be in July after the BESE meeting. Ms. Brunson said we do not have to have any at Young Years to get the funds, and the State only wants to know the number of students and we can let them know this will not be the site, and later tell them where the site will be. Mr. Abrams stated that he understands the board is asking if you can remove Young Years from the letter and take care of the issue and he believes you can.

Mrs. Crawford asked that Ms. Brunson be prepared to make an additional brief presentation at the next meeting? Mrs. Parker responded that the board has been asking about placing the program at a school where there are vacant rooms and she explained to them that one of the reasons we did not get involved in LA4 when it came about, is the requirement for Class A day care and that so much square footage per child, accessibility to water, and bathroom in the room, are only a couple of things we have to operate under. So just because a school has a room does not mean it's the right room for a pre-K classroom. Ms. Phelps asked that staff check this and see what might be available.

Barber/Styling Elective for Booker T. Washington. Ms. Phelps noted that she is glad to see this program here and she looks forward to seeing the numbers.

Middle Summer School Fee Program. Ms. Phelps stated that she failed to remind Mr. Burton about suspending the rules and approving this summer school program, because she fears if we wait until the 20th, school will be getting out and asked if Mrs. Crawford could get with Mr. Burton and call a special session to address this matter. Mrs. Gunn explained that staff has already received the information and staff is only asking for the difference in the tuition money and what the anticipated cost might be. She said staff needs to make sure the students are enrolled and Ms. Phelps said this is her concern.

Ninth Grade Academy Proposal for Southwood High School. Mr. Ramsey congratulated the staff at Southwood High School for their efforts to bring this proposal to the board for the students. He said this is a very innovative program that he believes will help these ninth grade students. Mr. Ramsey stated this is a tremendous need with the transfers coming into the school and there is not a lot of money involved, most of which is for professional training. Mr. Ramsey

asked if we have a projected ninth grade enrollment for next year? Mr. Ken Wood said between 300 and 350. Mr. Ramsey said this will offer an opportunity to do some drop-out prevention and to encourage some good habits, i.e. attendance and study habits and he encouraged the board members to take the time to read the proposal and support it. Mr. Ramsey also thanked Mrs. Garner for her efforts in bringing this program for the students.

Mrs. Bell asked about the over-age students and 9th grade repeaters being eligible for this program? Mrs. Annetta Garner said if they are overage and a first time freshman, it is available. Mrs. Bell asked about ninth grade repeaters? Mrs. Garner said there will be other programs for these students.

CONFIRM THE AGENDA AND CONSENT AGENDA

Mrs. Crawford recommended items 7, 8 and 9.03-9.14, 9.16-9.18, and 9.21 as the consent agenda. *Ms. Priest moved, seconded by Mrs. Crawford, to approve the proposed agenda and consent agenda for the May 20, 2008 CPSB meeting as presented. Vote on the motion carried unanimously.*

SUPERINTENDENT'S REPORT

Mrs. Bell asked that 10.03, 10.13 and 10.24 be removed. Ms. Priest asked that 10.08, 10.22 and 10.23 be removed.

Review of District Phone System. Mrs. Crawley asked for an update on this request. Mr. Brown reported he will meet with staff on Thursday and he will have a report in the mailout.

Cost to Fix the Concrete at Riverside. Mrs. Crawford asked for an update on the cost to fix the concrete at Riverside. Mr. White stated that staff did a test area and found what the school personnel believes is an improvement and then did an entire wing to see if the solution is the appropriate solution. He said after meeting with the principal and staff, they believe this is the solution to the problem and are only waiting to do an environmental test. He said to do the grinding would cost approximately \$25,000 and if this does not correct the problem, replacing all the concrete would be approximately \$400,000. Mrs. Crawford asked that 10.17 be removed.

ANNOUNCEMENTS AND REQUESTS

Mrs. Gunn shared with the board a copy of the press release on the test scores, reporting that the fourth grade passage rate continues to rise, with the overall pass rate at 4th grade increasing by 2 percent. She reported that the Math portion increased from 62 to 67% at the 4th grade level, and that the English/Language Arts remained stable with 70% of 4th graders scoring at Basic or above. She also announced that the overall pass rate for 4th grade improved with 74% of the students meeting the standard. The superintendent also reported that in the 8th grade, the passage rate for re-testers improved with fewer students scoring unsatisfactory in English/Language Arts. She said the GEE remained stable with 55% scoring at or above Basic, with a 3% increase at Basic or above in English. Mrs. Gunn shared with the board that she attended a superintendent's meeting earlier today where several superintendents were very displeased with their scores from last year to this year.

Mrs. Gunn also asked Mr. Abrams to give the board an update on a meeting they recently attended where they heard from the special education type consultant in Jefferson Parish.

Mr. Abrams pointed out that the student information system is most important to the special education process and highlighted a program whereby when a student has their 7th suspension, it sends a flag to Central Office so someone can look into and give a follow-up report. He said this alerts staff there is a problem and they can address it and not wait until the 10th day when you are then in violation. At this time, someone is sent to intervene and check the behavior plan for that student and determine if everyone is doing what should be done at the school site. He said the program appears to be working very good for Jefferson Parish, which is a district similar in size to Caddo. He added he believes the electronic data system is going to be key to make certain we have additional oversight and will be a key component the consultants will want to see when we meet with them in a couple of weeks.

Mrs. Bell thanked Mrs. Gunn and staff for assisting her in understanding the various departments and how they function. Mrs. Bell also bragged on Huntington High School and noted a copy of the article that appeared in the newspaper and placed at board members' stations.

Charlotte Crawley announced that the flag flying at Central Office was donated by Senator Mary Landrieu and was flown over the United States Capitol and dedicated to the Most Improved Students in Caddo Parish.

Mrs. Crawley asked that someone explain to her why ice cream can't be sold to the students after lunch instead of during lunch. Mrs. Crawley also expressed appreciation for the information provided on upgrading the payroll system and asked that staff provide her with information from those responsible for hiring substitutes as to what problems they run into because of the fact that substitute employees have to wait so long before they begin getting paid.

Mrs. May expressed kudos for a job well done by the Caddo Federation of Teachers in sponsoring the Most Improved Student banquet. She added she was very disappointed that all the principals did not see that their most improved student was there and is something she would like to see the principals do in the future.

Mrs. May also recognized Mrs. Jones, deputy director of Shreveport Job Corps Center. She said she used to say this was the best kept secret in Queensborough, but it no longer is and she would like to invite board members who are interested to attend a meeting and/or plan on taking a tour of the Job Corps Center and see first-hand what they are doing there.

Ms. Priest acknowledged the six schools that received over \$91,000 in the K-12 Accountability Awards. The schools that met or surpassed their growth target level are Fairfield, Oil City, Pine Grove, South Highlands, Youree Drive and Mooretown Professional Development.

Adjournment. *Ms. Priest moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 8:20 p.m.*

May 20, 2008

The **Caddo Parish School Board (CPSB)** met in a work session in its office at 1961 Midway Street, Shreveport, Louisiana at 3:30 p.m. on Tuesday, May 20, 2008, with President Willie Burton presiding and Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Larry Ramsey, Ginger Armstrong and Dottie Bell present. Also present were Interim Superintendent Wanda Gunn, Legal Counsel Reginald Abrams, staff and other visitors. Bonita Crawford led the prayer and Pledge of Allegiance. Mr. Burton announced that Phillip Guin is absent due to illness and Barry Rachal had an emergency.

President Burton stated the board is holding a work session for the purpose of hearing from the BWP Consultants the results of the applications received for Superintendent of Caddo Schools.

Burnadine Moss Anderson, liaison to the board for the superintendent search, introduced Mr. George McShan and Dr. Nolan Estes, BWP Consultants, who thanked the board for the confidence expressed in their firm to conduct the superintendent search for Caddo and announced the following recommendations from applications received: (1) Dr. Morcease Beasley, Deputy Superintendent for Curriculum and Instruction, Port Arthur ISD, Port Arthur, Texas; (2) Dr. Gerald Dawkins, Superintendent at Saginaw City Schools, Saginaw, Michigan; (3) Dr. Theodore Haig, Education Consultant at Doha, Qatar; (4) Dr. William Harner, Chairman of the Executive Committee for High School ReDesign in the Recovery School District in New Orleans; (5) Dr. Leon Hobbs, Associate Superintendent, Pinellas School District in Largo, Florida; (6) Dr. Joan Kowal, Superintendent in Residence, Nova Southeastern University, North Miami Beach, Florida; (7) Dr. Patricia Pickles, Superintendent of Pflugerville ISD in Pflugerville, Texas and current CEO of a consultant firm in Pflugerville; (8) Dr. Herman Smith, Director of Academic Affairs, University of Phoenix in Dallas, Texas; (9) Dr. Arthur Stellar, Superintendent of Taunton Public Schools in Taunton, Massachusetts; and (10) Mr. Thomas Tocco, former Superintendent of Forth Worth ISD in Fort Worth, Texas. Dr. Estes also stated they are presenting an additional recommendation for the board's consideration of a Turn Around Team headed by Diana Bourisaw, who is currently Superintendent of Schools in St. Louis, Missouri.

Mr. McShan reported this is a national representation of leaders who represent diversity in every aspect as far as the profile for the Superintendent that aligns with Caddo Parish Public Schools.

Executive Session

Mrs. Crawford moved, seconded by Mrs. Crawley, to go into executive session for up to 30 minutes for negotiation strategy, interview questions and to discuss the character of professional confidence of the candidates. Vote on the motion carried unanimously and the board went into executive session at approximately 3:45 p.m. The board reconvened in open session at approximately 4:40 p.m.

Adjournment. *Mrs. Bell moved, seconded by Mr. Ramsey, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 4:40 p.m.*

Wanda Gunn, Interim Superintendent

Willie D. Burton, President

May 20, 2008

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at approximately 4:40 p.m. on Tuesday, May 20, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Eursla Hardy (arrived at approximately 4:47 p.m.), Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Interim Superintendent Wanda Gunn and Legal Counsel Reginald Abrams. The prayer and pledge were omitted. Mr. Burton announced that Mr. Guin is absent due to illness and Mr. Rachal is absent due to an emergency.

CONSIDERATION OF MINUTES OF THE APRIL 22, 2008 AND MAY 6, 2008 CPSB MEETINGS

Mrs. May moved, seconded by Mrs. Crawford, to approve the minutes of the April 22, 2008 and May 6, 2008 CPSB meetings as submitted. Vote on the motion carried unanimously.

ESTABLISH THE AGENDA

Mrs. Gunn highlighted the agenda for the May 20, 2008 meeting. Mrs. Gunn announced that the Distinguished Educators Report is postponed until the June 17, 2008 meeting, and the recommendation for Alexander School is pulled. Mr. Burton announced that consent agenda items will be No. 7.02-7.03, 8., 9.03, 9.05-9.09; 9.11, 9.13-9.14, 9.16, and 9.18-9.20.

Ms. Phelps inquired about her request for a report on the AU middle schools and the number of 8th graders that passed and failed. Mrs. Gunn noted a memorandum at board members' stations and explained this report is not available until June and will be provided at that time. Ms. Phelps asked if there is not a way we can calculate this information at this time. Mrs. Gunn explained at this time, it would have to be done by hand.

PUBLIC HEARING FOR THE 2008-09 CONSOLIDATED ANNUAL BUDGET

Mr. Burton announced the public hearing open for the 2008-09 Consolidated Annual Budget. There being no speakers, Mr. Burton declared this public hearing closed.

PUBLIC HEARING FOR THE 2008-09 CHILD NUTRITION PROGRAM BUDGET

Mr. Burton announced the public hearing open for the 2008-09 Child Nutrition Program Budget. There being no speakers, Mr. Burton declared the public hearing closed.

SPECIAL PRESENTATIONS/RECOGNITIONS

Burnadine Moss Anderson, executive assistant to the superintendent/communications, on behalf of the CPSB and staff, made the following special recognitions. The president and superintendent greeted and presented each honoree with a certificate/award. Administrators, families and friends present were also recognized.

Coca Cola Scholars Program Award. Seema Kumar, 2008 graduate of Caddo Magnet High School, was recognized as the recipient of the Coca Cola Scholars Program Award. Miss Kumar will receive \$10,000 as the regional recipient in the program.

Louisiana Biogeneius National Competition Award Winners. Insun Chung and Alexander Mijalis, 2008 graduates of Caddo Magnet High School, were recognized for their winning research and presentation on skin cancer and inflammatory bowel disease.

Linwood Basketball Team. The Linwood Basketball Team was recognized for achieving City Championship in the middle school category and for being undefeated.

Woodlawn Track Winner. TykenDerick Donovan Willis, Woodlawn High School, was recognized for being the 400 meter track state winner.

Ridgewood Middle School Robotics Team. The following students were recognized for being named the Louisiana champions in the 1st Lego League: Lindamarie Catanese, Aunna Kelly, Samuel Broome, Denzel Hughes, Dylan Duos, Timothy Bell and Joseph Vandine. The Ridgewood Robo Raiders Robotics Team were Louisiana State Champions in the First Lego League and placed 2nd in “Robot Dependability” in Atlanta, Georgia.

PTA Educators of Distinction: Mrs. Anderson recognized the following 2008 Educators of Distinction Winners: Susie Kelly, Youree Drive Middle School, Victor Mainiero, principal; Willie Franklin McPhearson, Jr., Captain Shreve High School, Dr. Sandra McCalla, principal; Debbie Shaughnessy, C. E. Byrd High School, Jerry Badgley, principal; and Erin Wilson, Caddo Middle Magnet, Kay Robinson, principal. Mariah Underwood, Caddo District PTA, was also recognized.

Community Foundation of Shreveport-Bossier. Following a brief introduction on the history of the founding of the Community Foundation of Shreveport-Bossier, Mrs. Maxine Sarpy presented the 2008 winner of the Eulava Joyce and Charles Ravenna Exemplary Teacher Award to Brenda Smith, Oil City Elementary Magnet School. Ms. Smith was presented a check for \$2,500.

JROTC Gold Instructor of the Year. Master Sgt. John W. Burton was presented the Gold Instructor of the Year award. Mrs. Anderson said this award is presented for demonstrating the highest degree of excellence as a JROTC Instructor, and is a first in Caddo Parish. MSG Burton is an instructor at Northwood High School.

Lands’ End “Teachers Light the Way” Award Recipient. Martha Maple, 4th grade teacher at Shreve Island Elementary School, was recognized for being selected as a Lands’ End “Teachers Light the Way” award recipient. This award is presented to teachers nationwide who make a difference in the lives of students, in the community and in the schools.

LA4 Presentation. Janis Parker, director of Title I, shared with the board a brief presentation on what is hoped to be accomplished with LA4 in Caddo Parish. Mrs. Parker asked the board to keep in mind that preK is unique in that the parish does not receive any money to fund the program. She noted that initially the preK program in Caddo was funded with Title I funds providing 14 classes in 1968, and the program has grown over the years with Title I funds, 8(g) funds, tobacco money and LA4. Mrs. Parker shared that the program is an expensive program with regulations limiting us to a maximum number of students who can participate since the space and curriculum must conform to guidelines set forth by the State. She added that preK has its own set of GLEs as do the other grade levels, and is an integral part of the learning experience. Because of the interest in participation and the desire to provide a service to communities losing schools, the preK Center concept was introduced and has flourished with two centers in Caddo, one at 81st Street with six classes serving 120 children and one at Mooretown with five classes that can serve 100 children. She added the centers can enroll any preK child that resides in a Title I attendance area and children residing in a non-Title I school attendance area may not attend classes at the centers. Mrs. Parker further explained that children who are unable to attend in non-Title I schools due to waiting lists would be able to attend preK at Young Years, with Young Years being our “center” for LA4 and non-Title I schools. She said it is the district’s effort to not deny at-risk students the opportunity to participate in the preK program.

Cynthia Brunson, supervisor of the ECE program, shared with the board how the original 13 sites were chosen. She explained that originally there were four classes with 10 children only and a teacher and in wanting to serve more children in those classes, LA4 funds were added to add a teaching assistant so 20 children could be served. Ms. Brunson stated that one site lost Title I funds, and LA4 was able to become the funding source for that class so we did not lose funding for the program. She further explained there were four Title I schools that had one preK program, and appropriate space for an additional class and a waiting list, so LA4 funds were provided at those sites. Ms. Brunson also shared with the board that Judson and Fairfield Magnet Schools had appropriate space and the superintendent requested that we put LA4 funds at those schools for children residing in the immediate neighborhood; however, there were only five applicants from the Judson neighborhood and two applicants from the Fairfield neighborhood. Ms. Brunson explained that Caddo must maintain its existing preK program and if LA4 funds are put in a school site where there is already a class, we must maintain both

classes. She added you cannot reduce the effort in one class by adding another one. She explained that Caddo did not initially intend to charge tuition; however, this year two parents have requested to be allowed to pay tuition for LA4 preK classes. She said if Caddo chooses not to offer tuition options to children who do not qualify for free or reduced meals, we will not be able to continue the program based on program guidelines which would result in a loss of \$1.5 million and a cut of preK services to 290 children. She said that staff is proposing that Caddo charge tuition for children who do not qualify for free or reduced meals and a sliding scale is being recommended based on family size and income relative to Federal Income guidelines for determining poverty and qualification for free/reduced meals. Also, parents with multiple children in preK will be charged a slightly reduced amount per child per month. Ms. Brunson further stated that Judson and Fairfield Magnet Schools do not have school attendance zones and enroll children throughout the district. Based on LA4 guidelines that the LEA shall make pre kindergarten classes available to every child in the school site's attendance zone, Caddo is required to offer preK services to every child in the district if we continue to house CJP LA4 program funds at Judson and Fairfield Magnet Schools. Since Caddo cannot offer preK services to every child due to the lack of space and money, staff is asking the board to support Option A.

Ms. Phelps asked if it is correct that we have requested additional funds from the State? Mrs. Gunn responded that is correct. Ms. Phelps asked if that request was not contingent upon approval from the board, and if not, why would we not wait until we get approval of the additional funds from the State before the board approves this? Ms. Brunson responded that staff would like to proceed with making preparations for beginning school in August and the information is needed now so that requisitions for supplies and equipment can be prepared and when the funding is approved July 1, they can be sent in, and appropriate staff hired, so the program is in place the first day of school. Ms. Phelps asked about the cuts in the reading program and in the LA4 program and if we are not approved for the additional funds, where would we be? Ms. Brunson said the 13 original classes would still receive funding. Ms. Phelps asked if it matters if we wait for approval from the State before approving this plan? Ms. Brunson stated it will be difficult to begin new classes if we wait until July before being able to begin the process of preparing the classes for start of school in August, and if the approval from the state comes July 1, we can order July 2; however if we wait until the board meets in July, that's an additional two weeks. Ms. Phelps asked about the possibility of holding a special session once the funding is approved? Mr. Burton said that is a board option. Ms. Phelps stated if we are requesting additional funds from the state, and she is aware the state is cutting \$22 million in education, she is concerned about approving something that we have no control over at this time. She asked board members to consider approving this program once the state has approved the funding. Mr. Burton apologized as he thought Ms. Phelps wanted more information on the presentation and asked the board to discuss this item later on the agenda.

VISITORS

Shannon Jett, aide at Fairfield, stated the LA4 program is an excellent program and is a great service. She said there were 20 LA4 children and 14 of the 20 tested were placed at area magnet schools, and she doesn't believe it is fair that some parents must pay a high tuition and asked the board to look at this policy and not take it away from these two schools. She said she is aware that being in the LA4 program at a magnet school does not guarantee one will be in the magnet program, because every child must test for the magnet program. Ms. Jett said she believes there has been some misrepresentation regarding how a child enters the magnet program, is where much of the confusion began. She stated she doesn't believe these programs should be removed from these two schools when they have proven to be successful. Ms. Jett stated her concern for what parents of those students entering the program at Fairfield and Judson next year will be told if the program is removed. She added she is also aware that 16 children in the program at Judson successfully passed the magnet test and will be enrolled in a magnet program next year. Regarding Young Years, she asked about the difference in this proposal and the voucher program, because you are taking taxpayer funds and basically subsidizing a private enterprise, which is a voucher. Ms. Jett said she believes there is more clarification needed on why removing the program from these two schools is being recommended.

Laurie Little, parent, addressed the board on the proposed LA4 program. Mrs. Little stated that at first she was told this was a program for only free and reduced lunch children, but she knows that the State guidelines say if you are eligible for kindergarten next year, are immunized, and attend school the amount of time you are supposed to, and not enrolled any other government

funded program, you deserve the right to attend. She said she initially was denied the right to have her son screened and contacted the preK supervisor, the Title I director and superintendent. Mrs. Little explained her son was then screened and she was given a letter that his scores would go back to the home school, Timmons Elementary, and none of the other children, but one, were given that letter, which she believes is discrimination on the basis of income. Mrs. Little also stated she asked about the tuition scale and did not ask for an absurd tuition scale; and she is one whom she believes is caught in the middle, since she cannot afford \$450 a month and doesn't qualify for free and reduced lunch. She noted the scale is asking those who make \$1 more than what it takes to qualify for free and reduced lunch to pay \$450 a month for their child to attend the program. Mrs. Little further explained the superintendent told her she would have to get with the board attorney on the tuition scale and she is uncertain how they arrived at this astronomical scale. Mrs. Little asked the board to revisit the unfair tuition scale, as she is willing to pay some for her child to get services; however she is ready for a voucher to have some of her hard earned money back so she can afford to send her child to a pre-school. Mrs. Little said this program is supposed to be available to all four-year old children and when the papers are sent home with the children, it states that it's only available for those who qualify for free and reduced lunch, and the guidelines have not been followed. She said the contract from the state level on down has not been followed as it should and asked the board keep the program at Judson and Fairfield. She asked the board to look at the program as a whole and fairly across the board and not discriminate because of income.

Stephanie Fedd addressed the board on the LA4 program and asked the board to revisit the proposed tuition scale and make it fair for those parents who want to send their children and qualify with test scores for the program to make it fair for all to attend the pre-school program.

Sharon Stevens addressed the board in support of the preK program and shared with the board her experience of raising her granddaughter and her granddaughter attending the preK program at University. Mrs. Stevens stated based on what she has seen this program do for her granddaughter socially and academically, she cannot say enough about the individual attention she received as a student in this program and how she progressed. She asked the board to continue funding this program and offer this service to other children.

Scott Hughes, Alliance for Education, encouraged the board to look at every way possible to not only keep the current LA4 program, but to grow it. Mr. Hughes shared with the board that last month Mr. George Ramey from The Georgetown Institute of Health was in Louisiana to head up the Cecil J Picard LA4 Conference and he shared data that proves LA4 is the best early childhood development program in the country, and he is selling this message across the country. He added he believes anything we can do to grow this program is something the board should consider. He said while he believes it is uncertain at this time, there is a movement in the Legislature to find more funding and the issue is an alternative delivery system and how they can set aside dollars for alternative delivery systems outside the public school system; and if they can resolve that, he believes you will see more dollars put in the program. He thanked Mrs. Parker for pursuing the funds, because Caddo originally looked at this when it was TANF money years ago; and even though somewhere along the way, the rules changed, and we missed it, we have now caught it and the ability to put the LA4 program in furthers Caddo's leadership. He also commended Caddo for doing the best job in building its own preK program, particularly in a state which only mandates first grade as a mandatory attendance issue. Mr. Hughes said he believes anything we can do to get more students in the LA4 program will be dollars well invested and probably be the biggest dollar return on investment in education. He also commended the Head Start Program and for Caddo working with this program and providing even more opportunities for four-year olds. He encouraged the board to please find a way to not only keep LA4 and grow it, but to ultimately try to achieve the goal of some of the groups working to make it universally acceptable to attend preK.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, stated that how we spend our time and money says what is important and noted that in the Legislature, it appears that State Government, and even some of our own legislators, find it important to give away public tax dollars to private and parochial schools. She said while \$38 million has been stripped from the state budget, including cuts to preK, virtual school, initiatives for Louisiana Leadership, alternative school options and quality classroom support, the Legislators were voting to spend \$10 million on vouchers for the New Orleans School District, one who is already inundated with Charter Schools. She referenced Voucher Bill 1349 by one of the local

Legislators and that with vouchers we will see public dollars go to private and parochial schools that have a different set of standards from public education and shared examples of what this means. Mrs. Lansdale stated that as taxpayers, we all expect our tax dollars to go toward providing quality public services which in return will serve all in our society; and we don't want our tax dollars to be used for facilities that cannot compete, nor our tax dollars given away in exchange for political favors. She encouraged everyone to continue to speak out letting the public and the Legislature know that this is wrong and not acceptable. Mrs. Lansdale stated that regarding salaries for teachers and support, Governor Jindal has proposed a \$1,919 pay raise for all certified staff. He also is holding other funds, \$20 million, for some type incentive or merit pay program. She also reported on Legislation that has passed on the House Floor and will now go to the Senate that could provide for a one-time \$1,000 bonus for support personnel. Regarding the local budget, Mrs. Lansdale noted the problems last year on how pay raises were allocated and learned it was due in part to the district's out-dated payroll system. She said with the talk during the budget sessions on putting money aside to replace the system, she did not hear when this will happen and what the board intends to do in the meantime because there will be an abundance of outcries if the salary distribution is allocated giving more to some and less to others, and added that using the payroll system as an excuse will be unconscionable. She asked the board to implement a plan immediately to update the payroll and other related data processing applications. Mrs. Lansdale also noted there is not any salary adjustments indicated in the current budget and believes that while it is better to wait on the MFP figures and the new superintendent, everyone agrees the educator in the classroom is the most important factor in raising student achievement. She said they are also encouraged by the board's statement that the teachers will be spared from having to use their own money for classroom materials and supplies by restoring the supply fund allocation to the budget. Mrs. Lansdale noted they will be coming back to the board for addressing issues such as how to fill the 100 plus vacancies that continue to plague us and the possibility of building in more pay incentives through the year such as the Christmas money which was such a morale builder for employees.

Mike Roy, employee, stated that he has worked for the district for 30 years and is an audio visual technician, and shared with the board some of the responsibilities of his position. He addressed the board on the PEC (Position Evaluation Committee) and his recent experience in applying for another position which would take on some additional duties and being told he could not have the position because he did not have a degree. Mr. Roy stated he doesn't understand how he could be asked to do a job for 25 years and not want to be paid for it and when he asked for the money, be told his services are no longer needed. He said he has recently learned that the PEC evaluates each job and what it pays and he wanted to go from a Grade 8 to a Grade 10 by taking on the additional responsibilities and was told no, because to be a Grade 9 or 10 one must have a college degree. He said he knows there are people in the system now that are higher than a 9 or 10, at administration levels, and they do not have a college degree, and he doesn't understand why he was told he would have to have a college degree to be a 9 or 10. Mr. Roy stated he was told that the State is requiring people at Grade 9 or 10 to have a college degree and this is not true. He said there are other reasons for keeping employees from reaching Grade 9 or 10, other than the Arthur Anderson survey, and is a way of keeping people they do not want from having certain jobs. Mr. Roy said it's alright to give administration more money for their extra duties, and he only wants to get more money for his extra duties. He asked the board to look into the PEC, what's its purpose, what guidelines are used by the PEC for determining upgrades, why there are no appeals to the PEC, why supervisors are allowed to change policy to hire or fire who they want, and why are all Caddo employees not familiar with the upgrade process. Mr. Roy said when his job was advertised, not one person with a degree applied for the job and asked the board to look into this and respond to his questions.

Frederick Washington, former Caddo student, addressed the board on the AU Schools and the importance of effective leadership. He said he believes the district is failing to realize that they cannot expect the teachers working at schools considered Academically Unacceptable to carry out their duties and responsibilities as equivalent as others because of the additional meetings they must attend before and after school, as well as having to create extra plans above their lesson plans, etc., which takes away from their teaching time. He stated he believes the biggest problem with low enrollment and academically unacceptable schools is the leadership. He said it doesn't matter how much money is invested in a school, how many magnet programs you may have in a school, if the school does not have effective leadership, and if we have a leader willing to listen to the teachers, support their teachers, and are community people, we will not have the

problems we do. He said he believes we need to revamp the administration in several of the schools and put effective leaders into place.

CONFIRM THE CONSENT AGENDA

Mr. Ramsey moved, seconded by Mrs. Hardy, to confirm the consent agenda (Items 7.02-7.03, 8, 9.03, 9.05-9.09; 9.11, 9.13-9.14, 9.16, and 9.18-9.20). Vote on the motion carried unanimously. The following is a summary of the board's action on items categorized as the consent agenda:

Agenda Item No. 7

7.02 Leaves. The board approved the following requests for leaves as recommended and submitted by the superintendent:

Certified

Sabbatical (Study) Fall Semester 2008

McCutcheon, Sheryl, Teacher, Forest Hill, 14 Years (RESCIND)

Glass, Rhonda Smythe, Instructional Specialist, Talented Arts Program, 19.5 years

Sabbatical (Study) Fall Semester 2008-Spring Semester 2009

Gill, Jennifer, Teacher, Forest Hill, 9.5 years

Fish, Debra Bell, Teacher, Caddo Magnet High, 11 years

Randall, Melanie S., Teacher, Turner Elementary/Middle, 6 years

Jennings, Sharon H., Teacher, Herndon Magnet, 7 years

Sabbatical (Medical) Fall Semester 2008-Spring Semester 2009

Pannell, Mary A., Social Worker, Special Programs Center, 17.5 years

Catastrophic Leave, March 7, 2008-April 28, 2008

Hopkins, Datha, Librarian, North Caddo, 24.5 years

Catastrophic Leave, April 17, 2008 (noon) – May 23, 2008

McLain, Pearlle Cain, Teacher, Queensborough, 32 years

Catastrophic Leave, May 21, 2008 (noon) – May 29, 2008

Latimer, Charlotte, Teacher, Mooringsport, 28 years

Catastrophic Leave, October 17, 2007 – October 26, 2007

Begbie, Victoria, Teacher, Mooringsport Elementary, 21 years

Leave w/o Pay, August 4, 2008 – July 4, 2009

Blakeman, Julie, Teacher, Creswell Elementary, 9 years

Leave w/o Pay, August 14, 2008- June 1, 2009

Golden, Rachel J., Teacher, University Elementary, 13 years

Leave w/o Pay, August 1, 2008 – May 30, 2009

Adams, Consitina, Teacher, Queensborough, 17 years

Leave w/o Pay, October 8, 2008 – June 1, 2009

Caraway, Leslie, Teacher, Eden Gardens, 4 years

Staff recommended and the board approved the request from Mary Margaret Richard to be relieved of her obligation to repay monies she received while on medical sabbatical leave the Fall and Spring Semesters of the 2007-2008 school year.

7.03 Personnel Transactions Report. The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of March 21, 2008 – April 25, 2008 as submitted by staff.

Agenda Item No. 8

8.01 Bids. The board approved the following bids as recommended by staff and as indicated on the bid tabulation sheets: (1) Inspection and Repair of Sprinkler System – Fire Tech Systems, Inc. totaling \$15,325; (2) Football Jerseys for Captain Shreve – Steadman's Sports Center of LA Inc., totaling \$22,680; (3) Printing Data Processing Continuous Forms - Milloy's Photo-Graphics, Inc., totaling \$1,744.16; RMF Printing Technologies, Inc. totaling \$7439.46;RR Donnelly, totaling \$13,995.50 and Shreve Print, Inc., totaling \$1,512.25; (4) M&S Classroom Supplies – Ace Office Supplies, totaling \$20,834.58; Corporate Express, totaling \$15.60; Elan Publishing Co., Inc. totaling \$1,457.40; National Art School Supplies, totaling \$12,815.53; Pyramid School Products, totaling \$6,147.28; Quill Corporation, totaling \$78.24; S&S Worldwide, Inc. totaling \$3,887.41; School Specialty, totaling \$394.71; Standard Stationery

Supply Co. totaling \$6,567.70; Valiant IMC, totaling \$399.21 and Wells Office Supplies, Inc. totaling \$301.53; (5) M&S Office Supplies – Ace Office Supplies, totaling \$302.48; AFP Industries, Inc., totaling \$2,396.16; Art & Educational Materials Corp., totaling \$9,043.65; Colonial Converting, totaling \$14,383.25; Corporate Express, totaling \$3,116.28; Ensemble Office Essentials, totaling \$298.76; Olensky Brothers Office Products, totaling \$1,962.12; Pyramid School Products, totaling \$10,141.04; School Specialty, totaling \$586.25; Scott Electric, totaling \$3,131.25; Standard Stationery Supply Co., totaling \$1,031.95 and Wells Office Supplies, Inc. totaling \$211.20; (6) M&S Teaching Supplies – Art & Educational Materials Corp., totaling \$146.16; Corporate Express, totaling \$7,057.19; EMC Office Supplies totaling \$1,171.80; National Art & School Supplies, totaling \$15,599.69; Pyramid School Products, totaling \$6,439.62; School Specialty, totaling \$16,858.31 and Wells Office Supplies totaling \$370.18; (7) M&S Paper Supplies – Ace Office Supplies, totaling \$17,564.24; Art and Educational Materials Corp., totaling \$13,079.19; Corporate Express, totaling \$2,592.38; Pyramid School Products totaling \$26,064.02; Standard Stationery totaling \$8,865.60 and Wells Office Supplies, Inc. totaling \$208.34; (8) Periodicals for All Schools – Schaffer Publications, Inc. dba Popular Subscription Service, total percent discount of 17.24%; and Forklift – Deep South Equipment, totaling \$24,446.55.

8.02 Bids (Capital Projects/Construction). The board approved the following bids as recommended by staff and as submitted on the bid tabulation sheets in the mailout and/or placed at board members' stations: (1) Green Oaks Roof, Project 2009-221 – Grosjean Contractors with a Base Bid, for the sum total of \$242,106; (2) Ingersoll Roofing “C” Wing, Project 2009-222 – Jaco Construction with a Base Bid and Alternate 1, for the sum total of \$89,435; (3) North Caddo Title IX Upgrades, Project 2009-207 – KAN Construction with a Base Bid for the sum total of \$139,586; (4) Riverside Paving Bus Loop, Project 2009-230 – ZAC Construction with a Base Bid, Alternate 1 and Alternate 2 for the sum total of \$257,550; (5) Oak Park HVAC Auditorium, Project 2009-303, Bernhard Mechanical Contractors, Inc., with a Base Bid for the sum total of \$146,500; (6) Huntington Program Bell System, Project 2009-305 – Jack Spring Electrical Contractors, Inc., with a Base Bid and Alternate 1, for the sum total of \$120,084; (7) Woodlawn Elevator, Project 2009-021, Triple L. Management with a Base Bid and Alternate 1, for the sum total of \$303,800; (8) Southwood Roof Repairs, Project 2009-224 – Grosjean Contractors with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$333,213.80; (9) A. C. Steere Roofing, Project 2009-218 – (Recommendation will be presented at June 17, 2008 CPSB Meeting); (10) Fair Park Roof Gym, Phase II, Project 2009-220 – Louisiana Roofing with a Base Bid, for the sum total of \$103,600; (11) Caddo Middle Career Lighting Retrofit, Project 2009 -401 – HMR Electrical with a Base Bid, Alternate 1, Alternate 2, and Alternate 3, for the sum total of \$346,970; (12) Fire Alarm, Fire Safety at Various Schools, Project 2009-304 – Jack Spring Electrical Contractors, Inc. with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$114,801; and (13) Lee Hedges Stadium Repair and Paint Structure, Project 2009-208 – Sumrall Construction with a Base Bid, for the sum total of \$631,100.

Agenda Item No. 9

9.03 Sales and Use Tax Commission 2008-2009 Budget. The board approved the proposed 2008-09 Sales and Use Tax Commission Budget as submitted.

9.05 Request for Bus Transportation – Arc of Caddo-Bossier. The Board approved the request for bus transportation by Arc of Caddo-Bossier as recommended and submitted by staff.

9.06 Request for Bus Transportation – Northwest Louisiana Autism Chapter. The board approved the bus transportation request from the Northwest Louisiana Autism Chapter as submitted.

9.07 Request for Bus Transportation – SUSLA Educational Talent Search. – The board approved the request for bus transportation for the SUSLA Educational Talent Search Program as submitted.

9.08 Request for Bus Transportation – SUSLA Upward Bound North Program. The board approved the request for bus transportation for the SUSLA Upward Bound North Program as submitted.

9.09 Staffing Allotment Adjustment/Child Nutrition Programs. The board approved the staffing allotment adjustment for the Child Nutrition Program as submitted by staff.

9.11 Reachout Healthcare Memorandum of Understanding. The board approved the memorandum of understanding with Reachout Healthcare America for the provision of free in-school dental services for Caddo Parish Schools.

9.13 Property and Casualty Insurance Renewals 2008-2009. The board approved renewing Full Terrorism Liability coverage through Underwriters at Lloyds in the amount of \$22,000 and Crime Coverage written through Travelers Casualty and Surety Company for \$4,644 as submitted.

9.14 Proposed Locally Initiated Electives for SY2008-2009. The board approved proposed locally initiated electives for SY 2008-09 as requested by Southwood High School, recommended by staff and included in the mailout.

9.16 Barber/Styling Elective for Booker T. Washington. The board approved the proposed Barber/Styling elective at Booker T. Washington High School in SY 2008-09 as recommended by staff and submitted in the mailout.

9.18 Vending Contracts for Booker T. Washington and Captain Shreve High Schools. The board approved vending contracts between CPSB and Delta Beverage Group, Inc. for Booker T. Washington High School and Captain Shreve High School as recommended and submitted in the mailout.

9.19 Middle Summer School Fee Program. The board approved the Middle Summer School Fee Program for 5th, 6th, and 7th graders for the summer of 2008 as submitted by staff.

9.20 Ninth Grade Academy Proposal for Southwood High School. The board approved the proposed Ninth Grade Academy Pilot Program for Southwood High School as submitted in the mailout.

PERSONNEL RECOMMENDATIONS

Mrs. Gunn announced that the recommendation for principal for Alexander Learning Center has declined the appointment and this recommendation is being pulled.

Mrs. Armstrong moved, seconded by Mrs. Hardy, to approve the personnel recommendations as recommended by the superintendent. Vote on the motion carried unanimously. Per request from the superintendent, Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following board-approved personnel appointments: Thomas Drain, Assistant Principal, Keithville Elementary/Middle School; Rick Carson, Assistant Principal, Youree Drive Middle School; Paula Nelson, Principal, University Elementary, and Kim Derrick, Principal of A. C. Steere Elementary School. The board also approved that Nancy Thurman, who has been interim assistant principal at Caddo Heights, effective September 6, 2006 to date, be removed from interim status and issued an administrative contract, effective immediately. These appointments will receive the appropriate salary as reflected by the CPSB Salary Schedule applicable to the position to which they are appointed. Family, friends and school administrators were also recognized.

2008-2009 CONSOLIDATED ANNUAL BUDGET

Mr. Ramsey moved, seconded by Mrs. Hardy, to approve the proposed 2008-09 Consolidated Annual Budget and also moved that it be amended to include \$509,000 for Reading First and \$120,000 for two teachers with benefits for Alexander Learning Center.

Mr. Ramsey said there has been a lot of discussion on these items, and he is recommending, and hopes the board will approve these budget items and move forward, understanding if we need to make changes as we go along, it can be done. He also asked the board to keep in mind those items placed in reserve and potential additional funding that will be needed.

*Mrs. Hardy moved, seconded by Mrs. Crawley, that the budget be amended to include \$5,000 for the Theater of Performing Arts rather than the proposed \$2,000. Mrs. Hardy stated she believes this is a very worthwhile program and the additional funding will benefit and offer these children additional opportunities to excel in their areas of talent. Mrs. Crawley also said she supports anything that directly benefits the students and asked Mrs. Hardy if this request comes from the principal, the teacher and how this extra \$3,000 will be spent? Mrs. Hardy responded that Gloria Gipson, executive director of the Theater of Performing Arts, has been requesting additional funds each year and this recommendation comes from her. Ms. Phelps stated that she last year requested, during the budget discussions, the \$2,000 that was included in the budget and this was the first time Caddo made any contributions to that program. She said she knows some of the funds are used for the summer performance and fall performance, to pay for music, field trips during the summer, and for artists that come in to perform with them. Mrs. Hardy announced she will be abstaining from voting on this amendment since she serves on the Board of the Theater of Performing Arts. *Vote on the amendment carried unanimously with Mrs. Hardy abstaining.**

Mrs. Bell commented on the Reading First monies and that being on the Legislative Committee she is aware that they are cutting this money and asked where will this money come back to us? Mrs. Gunn responded that this information was provided in correspondence to the board.

Ms. Priest moved, seconded by Mrs. Bell, that three social workers be added to the 2008-09 General Fund Budget for hire to begin the school term and assigned to provide services and support in the district's AU schools and other schools as needed. Ms. Priest stated that this request is prompted by many instances throughout the district and not just at AU Schools and with a large number of special education students at the AU Schools, and the large number of students with emotional and behavior issues, she believes there is a definite need for social workers to go into homes, and shared typical issues that some of our children have to deal with at a very young age. She said she believes this is a way we can help address not only academic issues, but also social issues and encouraged the board to support this amendment. Mrs. Bell shared her experiences with these type issues when a teacher and there is a definite need that these students have someone they can trust. She said she hopes that in the future the money will be available to have a social worker on every campus. Mrs. Armstrong shared her concern that counselors feel if they were not so inundated with paperwork, they would be able to do their jobs as counselors, and she believes this is something that will need to be addressed in the future.

Mr. Ramsey asked the superintendent, because he was under the impression, if these social workers can be used at other schools on an as-needed basis, because he believes if there is a need, the social workers should be able to go to where the need is, understanding the focus is on the AU Schools. He asked the maker of the motion if this is her intent? Ms. Priest responded there are 12 AU schools and staff can make adjustments in accordance with the workload at these schools. Mr. Ramsey noted that schools in other districts have received hardship and Choice transfers and there are problems in possibly every school and we need to be cognizant of this and be flexible. Mrs. Bell asked if there are three social workers going to the AU Schools, how many more do we have? Mrs. Gunn said there are a number of them that serve the student population and there is no doubt there is a need for social workers. Mrs. Bell asked if the three social workers Ms. Priest is asking for can only serve those 12 and the remainder can address the AU Schools. Ms. Priest said this began in November, 2007, when she requested information from the staff and shared with the board the information provided by staff that CPSB currently employs 19 social workers, one at Hamilton Terrace, 17 in Special Education, and one at Oak Terrace/J. B. Harville. She said the staff responded they agreed the additional social workers would provide needed services for the students and they supported the option to employ a pool of social workers assigned to schools as critical needs dictated and staff recommended adding three social workers to the 08-09 General Fund budget and assigned to provide services in the district's AU Schools at an approximate cost of \$210,000. Tammy Phelps referenced that Ms. Priest alluded to the fact that we will revisit how these social workers will be shared among the schools and asked if they are hired based on their social worker qualifications unlike the ancillary counselors, and the superintendent responded in the affirmative. Ms. Phelps also asked if the salary is still the same as for regular/general social workers' beginning salary? Mrs. Gunn responded there is a salary schedule for the social workers, and Dr. Robinson added they are paid on the teachers' salary schedule.

Vote on the amendment regarding social workers carried unanimously.

Mrs. May moved, seconded by Mrs. Crawley, to amend the 2008-09 budget to restore the funds to the Shreveport Job Corps Center to the amount in the 2007-08 budget. Mrs. May stated that the Shreveport Job Corps Center was asked to decrease their budget; but based on what she has reviewed relative to the needs and what they are doing, she feels Caddo should collaborate with them as some of the funds are needed in order to successfully continue their programs. Mrs. May also said they are in collaboration with Caddo Public Schools through a partnership and they receive funds from the State for these students, so she is asking the board to support this amendment.

Mrs. Crawford asked about the rationale for cutting the funds? Mrs. Gunn responded Shreveport Job Corps presented a budget of \$60,000 more than what it was for this year, so it's not actually a cut, but they were asking for that much more; and staff went back and asked them to keep it at the same level as the current year budget. Mrs. Gunn further explained she understands Mrs. May is requesting that the \$60,000 be restored based on their request. Mr. Lee explained that the money was cut \$60,000 based on discussions with Job Corps and that when Mrs. Tyler was here, there was an agreement to reduce their budget by \$60,000 and that is why it is recommended to cut it. Mrs. Flowers added there was an agreement between Mrs. Tyler and Mr. Singletary in 2005 to add \$80,000 to their budget for funding a vocational teacher that would serve Hamilton Terrace students. She further explained there were no Hamilton Terrace students served this year and rather than cutting \$80,000, it was cut by \$60,000. Ms. Phelps asked for clarification and since there were no students in the 07-08 school year, is this the reason for the cut? Mrs. Flowers said she is stating the partnership to serve them was vocational education and did not happen this year. Ms. Phelps asked why there were not any students? Mrs. Flowers responded because their partnership in working together was not effective and it did not continue. Ms. Phelps asked why did it not continue?, and Mrs. Flowers said because it didn't work for Job Corps and it didn't work for Hamilton Terrace. Ms. Phelps asked when was this established? Mrs. Flowers responded in 2005 it was added for the following year. Ms. Phelps asked if the board restores it, will the opportunity be given and will Caddo work together with them the coming year? Mrs. Flowers stated she did not know what would be done with those funds, it would be up to Job Corps to determine. Ms. Phelps asked if this budget is approved and these funds are put back, will Caddo Parish work with Job Corps to make certain the program is effective again? Mrs. Flowers stated that Caddo has been working with Job Corps on an ongoing basis, and how that money would be spent would be up to Shreveport Job Corps if we give them \$60,000. Ms. Phelps asked why would that be when it was said that the partnership was not effective? Mrs. Flowers stated she did not say the entire partnership was not, but that part of the program.

Mr. Abrams explained if \$60,000 has been cut as a result of something Job Corps was supposed to do and did not or because we don't have agreement, then the only way the money can be put back in the budget is if Job Corps agrees to do something for those services. He said there is a need for an agreement between Caddo Parish and Job Corps on what they will be doing with these funds; because we cannot donate any funds. Ms. Phelps said that is why she kept asking Mrs. Flowers if we would be working together and asked if the board approves the funds, will the board then have to approve a contract before the funds are dispersed? Mr. Abrams explained it is his understanding that Job Corps has submitted a proposal for a certain amount of money from our budget and he understands the budget is \$60,000 short of what was requested. He added he has not seen the proposal. Mrs. May stated a budget was not submitted, but Mrs. Flowers emailed a letter that they would reduce the budget and Job Corps asked that they not reduce the budget, but that it stay the same. Mrs. May said she has spoken with Job Corps about the collaboration with Hamilton Terrace and she understands the students come from Hamilton Terrace to the Job Corps Center, but the problem is when a student has six absences, you are kicked out of the program. And, she understands the attendance was not well; but the principal of Hamilton Terrace was not collaborating and Mrs. Flowers is not collaborating with them and it's time for them to get together and work for these children. Mrs. May said Shreveport Job Corps is a great entity and she is asking Mrs. Gunn as the interim superintendent to get together with Shreveport Job Corps and Mrs. Flowers and discuss this. Mr. Burton suggested, since motions can always be brought to add items to the budget, that action on this item be postponed until these concerns can be addressed. Mrs. May said she would also like to sit in on these meetings and she will bring this back.

*Ms. Priest moved, seconded by Mrs. Hardy, to approve the 2008-09 Consolidated Annual Budget as amended. Mrs. Crawley asked about the additional funds needed to work on the computer system and are they included in this? Mr. Lee explained that currently \$1 million is set aside and staff is asking that an additional \$750,000 be set aside this year. He added that a portion of that amount will go toward Mr. Brown's request, and in talking with Mr. Brown he doesn't anticipate needing the \$1.5 million right away, and once the information on MFP and the property taxes is known, he may ask the board to increase the \$750,000 being set aside for the student system, the payroll system, the Human Resources system, upgrades to all the systems we need. Mrs. Crawley asked for clarification and if what the board is being asked is in the budget for 08-09 and if the amount of money being asked for the Student Information System is in addition to the \$750,000? Mr. Lee explained that \$1 million has already been set aside and he is asking for an additional \$750,000 to be set aside, and Mr. Brown is asking for \$1.5 million for the Student Information System, and he doesn't anticipate needing all of that up front. He added if the numbers are up when we receive the MFP and tax dollar information, he would possibly ask for additional monies to upgrade these systems. Mrs. Crawley asked if the board approves the budget, is the board approving the package and a certain amount from the budget to go toward what is being approved in the Student Information System? Mr. Lee explained that if the board approves moving forward on the Student Information System, we would begin using the \$1,750,000 for the system upgrades and what is left over and what is added later will be used for the additional system upgrades. Mrs. Crawford expressed her appreciation for including the \$200 in the budget for the teachers. Mr. Lee explained this is the \$200 M&S and in doing the various scenarios on the budget, he wasn't sure it was included, but he was incorrect, and it is in the budget. *Vote on the motion carried with Board Member May opposed and Board members Hardy, Burton, Crawley, Phelps, Priest, Crawford, Ramsey, Armstrong and Bell supporting the motion.**

2008-2009 CHILD NUTRITION PROGRAM BUDGET

*Mr. Ramsey moved, seconded by Mrs. Bell, to approve the proposed 2008-2009 Child Nutrition Program budget as submitted. Ms. Phelps asked if this includes the 25 cent increase and staff responded yes. *Vote on the motion carried with Board members Hardy, Burton, Crawley, Phelps, Priest, Crawford, Ramsey, Armstrong and Bell supporting the motion. Mrs. May did not vote.**

RECOMMENDATION OF DESIGN PROFESSIONALS FOR 2009 PROJECTS

*Mr. Ramsey moved, seconded by Mrs. Crawford, to approve the design professionals for the 2009 projects as submitted in the mailout. Ms. Priest asked that the motion be amended to include that staff will bring to the board the requested information outlined in Board Policy FEB revised June 19, 2007. Mrs. Hardy seconded the motion to amend. Ms. Priest stated that in the past when receiving the list of the design professionals for projects, the board has requested to receive additional information regarding participation by Opportunity Caddo. She said as a board she believes it's important to know what percentage of participation is African American. *Vote on the amendment carried with Board members Hardy, Burton, Crawley, May, Phelps, Priest, Ramsey, Armstrong and Bell supporting the motion and Board member Crawford absent for the vote. Vote on the motion to approve the design professionals as amended carried with Board members Hardy, Burton, Crawley, May, Phelps, Priest, Ramsey, Armstrong and Bell supporting the motion and Board member Crawford absent for the vote.**

STUDENT INFORMATION SYSTEM

Mr. Ramsey moved, seconded by Mrs. Hardy, to approve the allocation of \$1.5 million from the General Fund for the purpose of acquiring a new Student Information System and the related hardware, services in support thereof. Mrs. Armstrong asked if the board must approve this today because we will be appointing a new superintendent in approximately one month and if this is not something that will be done tomorrow, she would like to have a superintendent who may have background in technology look over our general system and see if there might be any additional recommendation from him in this area. Mr. Brown asked for clarification and that he did not hear a question, but a statement. Mrs. Armstrong said she is asking if this is an emergency issue where in the next month we will be making a decision or could it wait until a new superintendent is in place and possibly bring additional insight to the table regarding the overall technology program? Mr. Brown responded staff is only asking that the funding be

allocated as the research has to be done, specifications identified, a RFP written before we can go out for bid, and staff does not want to proceed with the work that needs to be done unless the funding base is in place. Mrs. Armstrong said from the answer, she understands this will still be in the formulation stages when a new superintendent is in place. Mr. Ramsey asked that Mr. Abrams repeat what the State has said relating to special education requirements. Mr. Abrams stated that one requirement reiterated by the expert is that a central student information system will be required and while he is uncertain when it must be in place, he believes it is important to get it started as soon as possible. Mr. Ramsey said this is a huge project and will need to be done in stages and what Mr. Brown described is only the preliminary steps toward that and a funding commitment is a part of this. He further stated that as he understands it, one of the requirements is consolidated data, which he believes we are all interested in for attendance, grades, etc. Mr. Ramsey also added that the new superintendent will not be able to change this and this system will need to be designed around the Louisiana Accountability System and he doesn't believe there are too many companies that will offer this, so he believes we should begin the process. Mr. Brown said it will take a year to implement a new system and train everyone, including the teachers, because the electronic grade book will be a part of this package. He also added it will need to interface with the Child Nutrition Program and with Transportation and be able to identify the GLEs and the state criteria so we can service more of the academics than we have been able to. Mr. Ramsey stated his appreciation for staff bringing this to the board and he advocates the board allocating the funding and getting started on the process.

Ms. Phelps asked if the money is already in the reserve, why is it necessary for the board to allocate the funds for staff to begin the process, since \$1 million was set aside and the board just approved setting aside an additional \$750,000 for this? Mr. Lee stated that he believes staff needs a commitment as the funds are placed in a reserve fund and there is no budget against a reserve fund; and the board would have to approve increasing the General Fund Budget by whatever amount and the funds would be transferred from the reserve fund to the General Fund to cover the expenses, and believes all Mr. Brown is asking for at this time is a commitment from the board that this will be done. Ms. Phelps asked did the board not just do that when the money was set aside for this program? Mr. Lee said it is as of today, but the board can go in and approve the funds in reserve for something else. Ms. Phelps also referenced Mrs. Armstrong's comments regarding the necessity to do this today and since the attorney has stated there is no committed timeframe for the special ed services, she agrees it would be perfect timing for a new person coming in to be familiar with this program. Ms. Phelps also asked about the different parts of the proposed system and in looking at the enhancement of the features, i.e. electronic grade book, asked if we do not already have that capability and we would only be upgrading? Mr. Brown responded we do not have that capability. Ms. Phelps asked if this is in individual schools? Mr. Brown explained that some schools have purchased software packages that allow the teachers to do that, but it is not a districtwide initiative, and this is actually what led into the recommendation for a comprehensive student information system. He added staff was shopping this year for an electronic grade book system and saw the greater need for a more comprehensive student information system, so staff consolidated this effort in the overall upgrade to the entire student information system in addition to the other services in the recommendation. Ms. Phelps also asked if each service will be provided from individual companies? Mr. Brown responded that staff is looking for a comprehensive system that contains all these features and functionalities so we are not piece milling this together. Ms. Phelps asked if staff has identified a company that will provide a comprehensive program? Mr. Brown responded that he knows there are those out there that can provide this, but staff will be investigating them in detail to make certain all the features we are seeking can be provided. Ms. Phelps stated she would like to make a motion to postpone action on this item because she understands staff will be visiting companies for these services in greater detail and we have not identified a company that can give us all these services. Also, the board is being asked to approve something that all the details are not yet available. Mr. Abrams explained for the board to go out for a RFP, there has to be some belief the board will award the contract and that is what staff is asking for, and you don't know what these companies can supply until the RFP is put out there. Ms. Phelps said that is why she is asking that the homework be done first and then the board asked for approval. Mr. Brown said if we start to investigate the systems and the board is not supportive of the action, then he has directed his staff to waste time on this. Ms. Phelps stated the board doesn't want to do that either, but she doesn't believe there has been any indication that the board will not support this, but is asking to wait until the board gets all the information. Mr. Brown further stated that what he is saying is he doesn't want to get all the information if there is a chance the board will not support it. Ms. Phelps said she doesn't believe there is a chance the board will not support it, but

she would only like more information, and she is not comfortable voting on something until she understands what is being done. Mrs. Crawley stated she understands the board is concerned that we don't want a commitment to a program that we will have to live with if another superintendent comes in and has had the experience of having to live with something that doesn't work and she referenced that we have experienced this with the cell phones in the classroom that are not working well. She said she doesn't want us to be committed just because a salesman said it was good, but she wants to know someone who has truly lived with a particular system. She said she believes we can make a motion to commit the money; but if a RFP is put out for bid is this committing to certain things, as she doesn't want any work done on it until a new superintendent is in place. Mr. Burton asked Mr. Abrams to clarify that the board approves construction projects before hand? Mr. Abrams explained the process is the board approves a budget for each school, a budget for air conditioning projects, etc., a budgeted amount to be set aside to do this specific work, and what you are doing is telling those that respond to the RFP that if they provide a good RFP to provide these services, there is the potential that the board will award the work to them, so they will develop a plan that the board wants in order to provide that particular service. Mr. Abrams said the companies will not necessarily say they are going to provide anything if they do not expect the work will be there. Mrs. Crawley said she only wants to know that nothing will be determined before a new superintendent has been here for several months. Mr. Abrams said the issue is the board will have to approve any contract for services; and if we wait, we are only getting further and further behind. He also noted the problem with the issue of special ed that we need to address as soon as possible in order to comply with what the State is about to impose. He added at this time, we will be 1/3 into the special consultant's contract before we get a system that will help us; and at this time, the State is telling us the type system we will have to use for the data. Mr. Abrams also reiterated the board will have to approve whatever comes back before any money is spent.

Mrs. Hardy moved to call for the question to end debate. Mr. Burton stated that Mrs. Crawford was already on the board to speak. Mrs. Crawford asked Mr. Brown if she is correct in that this money is already in the budget and staff is not asking for an additional \$1.5 million? Mr. Brown said that is correct, staff is not asking for an additional amount above what the board has approved to set aside. Mrs. Crawford asked Mr. Brown if when staff begins to look for a new system, will it be a mainframe? Mr. Brown said not necessarily. Mrs. Crawford said her concern is that we don't purchase something that will be outdated in 1-2 years. Mr. Brown said he would not bring a recommendation that would be out of date in 1-2 years. Mrs. Crawford asked Mr. Brown if all the board is being asked to do is allocate \$1.5 million of the \$1.75 in a fund until it is needed. Mr. Brown said he doesn't understand how many different ways the same question is going to be asked. Mrs. Crawford said people are talking about waiting until a new superintendent is here and asked if in fact it may be that long before staff comes back to the board to vote on something? Mr. Brown said it probably will be at least that long. Mrs. Crawford asked him to clarify that he is not asking the board to spend the money yet? Mr. Brown responded that is correct.

Mr. Ramsey moved, seconded by Mrs. Hardy, to call for the question. Vote on the motion to end debate carried with Board members Crawley, May and Phelps opposed and Board members Hardy, Burton, Priest, Crawford, Ramsey, Armstrong and Bell supporting the motion.

Vote on the main motion carried with Board members Crawley, May and Phelps opposed and Board members Hardy, Burton, Priest, Crawford, Ramsey, Armstrong and Bell supporting the motion.

STAFFING ALLOTMENTS IN SPECIAL SERVICES

Mr. Ramsey moved, seconded by Mrs. Hardy, to approve the proposed staffing allotment adjustment in the Special Services Department as submitted. Ms. Phelps stated she requested some information on the grades and asked that as we look at these job descriptions, she is concerned that both of these positions only require a high school diploma or GED and the salaries on these positions are \$32,000-\$36,000. She said she questions the PEC making a recommendation like this without degrees and a few months ago there were no PEC recommendations that required a degree. She asked the board to be very mindful when making these decisions, because we require a lot of our students and when looking at these particular job descriptions, it appears we are asking more from them than from the person who may have 30 years of just secretarial experience.

Mrs. Bell stated she agrees the PEC needs to be addressed and she intends on bringing a motion to the board, because this is causing too much of a problem and we need to be fair.

Vote on the motion carried with Board member Priest opposed and Board members Hardy, Burton, Crawley, May, Phelps, Crawford, Ramsey, Armstrong and Bell supporting the motion.

CECIL J PICARD (CJP) LA4 EARLY CHILDHOOD PROGRAM GRANT

Ms. Phelps moved, seconded by Mrs. Crawley, to postpone the LA4 Program as submitted by the staff. Mr. Burton questioned the motion to postpone when a motion has not been made. Mr. Ramsey moved, seconded by Mrs. Crawford, to approve the LA4 Program with the changes as recommended including the additional schools listed in Option A. Mrs. Crawford stated she is not for vouchers, but Option A does give more people an opportunity and us the ability to service more children, because unless another place is found to service the children, we will not be able to provide the service to 20 children, and that is what we are about is the children. Mrs. Parker explained to the board that in hearing the comments, she wanted to note the many inaccuracies and misinformation relative to vouchers and this is not a voucher program. Mrs. Parker stated we are only renting space to allow us to serve more children and Young Years is only logistics because we do not have the space, and it's a way we can offer the program to more children. She also stated concern expressed about the sliding scale and further explained that in looking at the guidelines for LA4, it states if a parent does not qualify for free or reduced lunch and they request a slot, then the district may charge tuition, and in order to charge tuition, a sliding scale needs to be in place. Mrs. Parker stated staff looked at other parishes, and some did not have a sliding scale and are not charging tuition since they do not have space to let the children in or they have a sliding scale the same as staff is proposing for Caddo, in order to cover the cost of salaries for a teacher and an aide for each class. She further explained the board cannot pay them and they must be paid from the grant, which must be self sufficient. She said if these parents want to participate, they will need to pay the tuition. Mrs. Parker explained staff has consulted with the State on each step and they are in agreement with what Caddo is trying to do, which is to serve as many children as we can. Also, until there is universal preK, the district will have to continue to be innovative and fund the services. Regarding the visitor who spoke on the success of the LA4 preK for her grandchild, this is correct, but all the preK programs in Caddo have proven to be successful. Mrs. Parker stated that Legislation has been introduced that says we must collaborate with day cares and this may pass. Mrs. Parker thanked the board for allowing her to clarify some of the misconceptions relative to vouchers and the sliding scale.

Ms. Phelps stated she believes everyone knows that it's not vouchers and that it was referred to as very similar to vouchers. She asked Mrs. Gunn if Young Years has received the certification required by the State? Mrs. Parker verified they have not, but they have indicated the State is working with them and they will receive it. Ms. Phelps said that is her concern and that we wait until they receive the certification. Ms. Phelps asked if we are still waiting on approval of the additional funds we requested? Mrs. Gunn asked Ms. Brunson to clarify the information. Ms. Brunson responded that the last time she spoke with Ivy Starnes and Dr. Mary Louise Jones, she was told it was 90% sure we would receive the funds. Ms. Phelps asked about the state approved collaboration to work with day cares and if this has been approved? Ms. Brunson responded that this is pending legislation. Ms. Phelps said that is three points that have not been approved and asked what, other than some parents being unclear about the program at Judson and Fairfield, was the reason for moving those programs out of those schools? Ms. Brunson explained that these schools do not have attendance lines and the grant specifically states that we must serve every child in the attendance area; and because these two schools do not have attendance lines, it would force us to serve every child that makes application in the parish and we do not have the space nor the funds to do this. Ms. Phelps asked if we have the funds to continue serving the 200 students we had last year? Ms. Brunson responded that these funds have not been approved either. Ms. Phelps asked if she understands that we do not know how much funding we will receive from the State for the overall program? Ms. Brunson responded not until July 1st. Ms. Phelps asked who set the pay scale for the paying parents? Mrs. Parker explained that staff surveyed parishes around the state with LA4 and worked with Mr. Abrams and we are in line with what others are doing, and some have a flat fee of \$500 a month. She also explained the pay scale matches what we get from the State per child, which is \$5,000, so it is necessary that we generate enough funds to pay the teacher and the aide's salaries and benefits. Ms. Phelps indicated she believes this is the information that was left out and not communicated to the

parents. Mrs. Parker stated that she did explain this to the parents she spoke with, since the General Fund cannot provide these funds. Ms. Phelps asked about the waiting list in certain areas and how these are generated and are these students who do not qualify for the original program? Ms. Brunson said parents make application at their home school and based on the number of available slots, there could be a waiting list. Ms. Phelps asked if these students qualify or not for free and reduced lunch? Ms. Brunson asked for clarification as to what students she was referencing? Ms. Phelps explained the students on the waiting list in the southeast portion of the city. Ms. Brunson indicated that some will and some will not. Ms. Phelps asked if these students have been screened and Ms. Brunson responded they have. Ms. Phelps asked, if they have been screened, do they fall in the paying or non-paying category? Ms. Brunson said it depends on the school site. Ms. Phelps said no, generally if they have been screened in southeast Shreveport, in the schools in Option A in which we do not have any space, i.e. Riverside, they are the ones we will be using Young Years for. Ms. Brunson explained there is no more space at Riverside, none at University, or none at Arthur Circle. Ms. Phelps asked if the majority of the students on the waiting list at these schools are on free and reduced meals or paying. Ms. Brunson said most would be paying. Ms. Phelps asked how will we be in jeopardy of losing our funds, which we do not presently have, if the board left the programs at the magnet schools? Ms. Brunson responded because she cannot serve the whole district, because any parent that makes application, she would have to serve them somewhere and she doesn't have the space; and if she doesn't have the space and they call the State that we are not in compliance, then we would lose our funds. Ms. Phelps said it doesn't matter if we have the space and the paying parents chose not to come, then we won't be in jeopardy. Ms. Brunson responded that is correct, we just have to give an option.

Mrs. Bell said the program is not in District 12 and one or two of the parents came from her district. Mrs. Parker explained the preK program is in District 12 and every neighborhood school has the preK program even though it may be different funding. Mrs. Bell said the CJP Program is not and two of her parents came to her and said that is the reason they were going to Judson. Mrs. Bell asked why is the program at Judson and Fairfield and who makes the decision to pull it from the schools? Mrs. Parker said if they are in District 12 at Turner and don't want to go to Turner, they have an option to go to Mooretown or 81st Street. She further stated that anyone who lives in a Title I attendance area and there is an overflow at their neighborhood school, then they have the option to go to one of the centers. Mrs. Bell asked how long has the program been in place at Judson? Mrs. Parker said one year. Mrs. Bell asked how long has the program been in place at Fairfield? Mrs. Parker responded one year. She asked who decided that this program needs to be moved, is it a policy? Mr. Abrams explained that we are a partial district and we applied for a grant based on clusters; and basically we are implementing and we have different areas where we have applied for different schools and different sites. He further explained that within those district areas, once we applied at different schools, there was an error, because the guidelines were not out, and they came out in January of 2008, and the grant was applied for last year, so students were placed at Judson and Fairfield because of space and the attempt to start the program. As a result, parents have complained about wanting to get into Fairfield and Judson, mainly because they were confused about the sibling rule and issues regarding it. In looking at the State guidelines, they require that you shall provide your preK to anyone in the attendance zone and neither one of these schools has an attendance zone and we would be violating the state guidelines; so we have no choice. Also there was a statement made about Legislation regarding whether or not we must partner with day cares, and while it may be true, there are already guidelines in the State LA4 program that state we must partner with day cares that meet certain qualifications and the problem is these day cares do not meet the qualifications, so they cannot enforce it at this point. Mr. Abrams added that by law, by the grant application and by what is being enforced from the State, we cannot impose it upon Judson and Fairfield because we would be in violation opening it up to the entire district and not just the cluster. Also, you can't get the attendance zone done right in those areas, because if you begin drawing an attendance zone, you then infringe on the Title I schools in those areas and you get into a problem with the Federal funding regarding supplanting versus supplementing. Mr. Abrams said it's not about moving something, but it's trying to get these children the services with the limited funds. He suggested that it has been confusing to the parents in that they think if they get into the LA4 program at a magnet school this gives them a leg up on getting into that school. Mrs. Bell asked about moving a program from two magnet schools and saying there is no room and if staff has thought about putting a CJP program at Turner? Mrs. Parker explained that we do have schools with a Title I funded class and a LA4 class. Mrs. Bell said she is trying to serve the people who want to go to Judson and have signed up and when they registered, the

principal told them it was already full. She asked if staff cannot put it at one of the magnet schools, why can't you put it at another school closer in that district? Ms. Brunson said another class will be put at Walnut Hill. Regarding Fairfield, Mrs. Bell asked why we can't find another school in this district. Ms. Brunson said it will be at Forest Hill. Mrs. Bell asked why are we going to Young Years, because you just closed the classes down at two schools and moved them to other schools? Ms. Brunson said she has looked at every school site, polled every principal, and the space is not there. She also reminded Mrs. Bell that if she puts a LA4 class in a school that already has a classroom, she must fill both of them, as she can't have an LA4 class taking children away from the class already in place, because that is supplanting and that is illegal. Mrs. Bell stated there is a need and she doesn't believe we would have an empty class, and she believes we need to take care of our own parents in our public school buildings. Ms. Brunson said that is why the board was offered an Option B.

Mrs. Parker stated, for the record and since the question was raised, that Judson had 38 applicants and 37 of the 38 will be offered placement; and Fairfield had 17 applicants and 10 of the 17 will be offered placement. She said she believes staff has done as much as we can do with the available space and reminded the board that rooms used must be conducive and meet preK guidelines, i.e. so many square feet per child, close proximity to water, bathroom, entrances and exits, etc. Mrs. Parker asked that the board please know staff has worked very hard to try and serve as many children in the city as possible, and that initially when the proposal was for Judson and Fairfield, it was to get the children right around the school; however, it's not the children around Judson and Fairfield who are applying. Mrs. Bell said she knows staff has done their job, but she is only asking that staff look at, for example, 81st, and how many empty rooms they have. Mrs. Parker said that is a Title I Center as well as a Special Ed Center and she doesn't have any empty rooms. Mrs. Gunn stated that we would have to put Title I students at 81st Street. Mrs. Parker explained that 81st Street is a preK Center for Title I. Mrs. Bell asked that we need to compromise and look out for these who do not fit in the free and reduced lunch and try to help them. Mrs. Parker said last year in that particular area of town, we had to get overflow from University students to 81st Street and staff put the word out to conduct a tour for parents and no one would come. Mrs. Bell said if there is room for the program there, she believes staff should put it there and the parents will go where they can get in; and we need to do something to help these parents who are \$1 above poverty get in the program.

Mrs. Crawley moved, seconded by Mrs. May, to amend the motion to approve Option B. Mrs. Crawley asked why Northside is on both lists? Ms. Brunson responded that Northside currently has two classes, but because they received less Title I funding and salaries have increased, they could not maintain two classes. As a result, we are trying to maintain the two classes at Northside, Hilldale and North Highlands with LA4 funds. Mrs. Crawley also asked about the one classroom in her district where 10 of the 20 students are Title I and 10 are LA4, so is it correct that we can mix Title I and LA4 children in the same school? Ms. Brunson said that is correct. Mrs. Gunn added the reason we can at Stoner Hill is it is a Title I school, but you can't put Title I in a non-Title I school. Mrs. Crawley asked what University has because it's not on the list for LA4? Ms. Brunson said University is not on the list for LA4 because if we put LA4 funds at University, every applicant at University would have to be served and it's not a Title I school so she could not offer them 81st Street or Mooretown as she can schools in Title I. Mrs. Crawley asked if the waiting lists at other schools are Title I schools and can they be offered another site? Ms. Brunson said they can be offered an LA4 site. Mrs. Crawley said she believes Option B is the better option for right now. Mrs. May said she is a proponent for the young people getting a good education and this will be great because when they begin early on, she doesn't believe we will have as many drop outs. She said she seconded the motion, but she doesn't know if the board is ready to pass this motion and maybe it should be postponed until everything is together, because if it's not right, she doesn't want it.

Mrs. Gunn asked about a timeline? Ms. Brunson said the timeline and the issue are 1300 letters in her office that cannot be mailed to parents until the board acts on this. Mrs. Gunn said the application has been sent in and we are asking for the additional funding and have been assured we will get it if the Legislature approves the funding for the State. Right now we have parents wanting to know what to do with their young children and if they need to get them enrolled in a day care. Mrs. Armstrong asked for clarification regarding the statement made by the parent relative to paying for this service and that actually LA4 is open to all students, free and reduced as well as paying students. Mr. Abrams explained the statute reads if you have it for anyone, it's open to everyone; however, because Caddo applied in clusters and you only use certain

attendance zones, which the state has approved, then that is incorrect. He explained that the parent is reading from the State's website, but our grant only deals with partial integration of LA4. Mrs. Armstrong stated she has a real problem with the funding scale for paying parents and believes the sliding scale needs to be addressed. She asked if the board approves one of the options presented, will the sliding scale be a part of what the board approves. Mrs. Gunn said yes if the sliding scale is a part of that option. Mr. Abrams explained if the board does not approve a sliding scale, any dollars will come from the district, because the sliding scale is based on the \$5,000 per student that we get for free and reduced lunch, and Mrs. Gunn added we cannot take it out of district dollars because of the Title I supplanting restriction. Mrs. Armstrong asked the superintendent if we have paying students in the preK area, will they keep the same hours as the school day or will they be given extended days for working parents. Mrs. Gunn said they will have the same options as the others and the State Department does give additional funding for after-school day care for those parents who opt for this. Mrs. Armstrong asked for clarification and if a parent opts to pay, would they pay additional funding for after-school care? Mrs. Gunn said that is correct if they choose that option.

Mrs. Crawford asked if children who do not qualify for free and reduced lunch and are put in the paying bracket were offered any other option, i.e. pre school Gateway? Mrs. Parker said they might qualify for Gateway, but they would have to go through the Special Services Department for this. Mrs. Crawford said she understands this is for low-performing students but obviously not all children who apply are low-performing. Mrs. Parker responded that is correct and not all the children who qualify for free and reduced lunch are low-performing, and reminded the board there is no other option for those students who don't live in a Title I attendance area, and Young Years would be our "center" for the children in those areas. Mrs. Crawford asked if someone in the audience thinks that their child did not perform poorly and they don't qualify for free and reduced lunch, can they possibly go to Special Services and get their children tested, and possibly not have to pay this money for pre school? Mrs. Parker said that is correct. Mrs. Crawford stated she wants the board to understand that if Option B is approved, we will lose 20 children (\$100,000) that will not be able to be placed.

Mr. Ramsey moved, seconded by Mrs. Armstrong, to call for the question on all motions on the floor. Vote on the motion to end debate failed with Board members Hardy, Ramsey and Armstrong supporting the motion and Board members Crawley, Phelps, Priest, Crawford and Bell opposed. Mr. Burton and Mrs. May did not vote.

Ms. Phelps moved, seconded by Mrs. Hardy, to postpone the LA4 Program until funds are approved by the state. Ms. Phelps said she understands that the funds for the program we currently have are not approved, nor the additional amount, Young Years has not received their certification and based on this information, she is asking that the board postpone and in the meantime staff can do additional research on possible additional rooms and where students would be going. She said she understands parents are anxious to know; but at this time, the funding has not been approved, and if we don't get the additional funds, asked if we will need to service these additional students that we may or may not get funding for. Mrs. Gunn explained we will have the funding except for those for the additional funding. Ms. Phelps asked if this is where most of the waiting list falls? Ms. Brunson responded that Summerfield has a waiting list, Northside and Hillsdale lost a Title I class, and we are trying to keep them in place with LA4 funds and not dissolve these rooms. Ms. Phelps asked if the parents who are waiting on a location are mostly funded by the additional program? Ms. Brunson responded it is not. Ms. Phelps asked if other than Judson and Fairfield, do we have locations for these? Ms. Brunson said that is correct. Ms. Phelps asked where do the bulk of parents on the waiting lists fall? She said this is why she is asking that this be postponed until the next meeting. And, if parents want to know where their children will be, then staff will have to tell them we do not have the funding yet and the information will be sent to them as soon as we have the approved funding. Mrs. Parker explained if the board does not act tonight, every parent who has applied for preK in the parish will not know. She said the Title I schools are waiting, the EEF classes are waiting, and the 8(g) classes are waiting to know because they need to make appropriate plans – teachers must be hired, aides hired, classrooms made ready, parent meetings are held prior to the start of school, so staff is needing to plan. Ms. Phelps said she understands as a parent that two weeks will not make a difference. Mrs. Parker said it does make a difference, because day cares are filling up and parents need to know. Mr. Abrams stated there is an issue with two schools (Fairfield and Judson) that must be addressed by the board because of our application is already there and needs to be modified so you do not risk losing the funding. Mr. Abrams also stated

that in actuality, the board needs to make a decision, because it has been held up several weeks for the board's consideration and he is concerned about dealing with the locations at the magnet schools, and he doesn't see any difference coming from the State in two weeks versus a month relative to what you will find out. He said the proposal will have to take Judson and Fairfield out of the mix or it will be Option A or Option B. He reminded the board that monies cannot be taken out of the General Fund budget, because you will jeopardize the Title I funding. He said the State has told us what we can and cannot do. Ms. Phelps asked Mr. Abrams if we did not resolve the program issue at Fairfield and Judson by moving the program to Walnut Hill and Forest Hill? Mr. Abrams said no issue has been resolved and the issue is to be decided by the board relative to what happens. Ms. Phelps asked Mrs. Gunn if the board did not resolve that issue from what staff presented? Mrs. Gunn responded it will not be resolved until the board votes. Ms. Phelps asked Mr. Abrams what needs to be done to approve the changing of these two locations based on the additional funding? Mr. Abrams said this is outside the realm of his expertise as he cannot tell the board how it will affect funding sources at other schools. Ms. Phelps said it is obvious there will not be an effect if staff has recommended it be changed to those two sites based on the current funding. Mrs. Gunn explained that we have multi resources for preK classes and some we consolidate, so either the EEF money or the 8(g) money would be used to make classes somewhere else in order to place these children since we do not have an LA4 class and the board's vote is needed to make these changes. Ms. Phelps asked if the only change that needs to be made in that particular recommendation is to change the location of Fairfield and Judson? Mrs. Gunn said that is not correct, because you would need to change the funding source for where you put the children in hopes that we can get LA4 so the LA4 money could be put in another location to take care of the other children. Ms. Phelps asked for the superintendent to clarify what other children because based on the program in place now, they are already set up for LA4. Mrs. Gunn further explained that we will have to change the funding source at Forest Hill and Walnut Hill in order to have a class there to accommodate these children, and that would possibly be EEF funds; and Mrs. Gunn asked them to remember it's tied to the need to have LA4 funding to put them in the proper place. Ms. Phelps asked if staff has a problem making this change since this is what staff recommended? Mrs. Gunn said we can't make that change without everything being voted on and noted in Option A or B, there would not be a class at Hillsdale, Northside, North Highlands or Summerfield. Ms. Phelps said we won't have these anyway if we don't get the funding. Mrs. Gunn responded that is correct, but she believes the Legislature will vote for this. Ms. Phelps said if it is necessary for the board to vote tonight to get information out to the parents, she understands changes will have to be made as to where the funding will come from to accommodate the movement from Fairfield and Judson to Forest Hill and Walnut Hill, correct? Mrs. Gunn said the sources would have to be changed at these schools and you cannot do that without knowing if you can put the LA4 dollars somewhere else, because if you remove a LA4 from Forest Hill and make it an EEF class, so you have lost an entire class of children that will have to be moved to an LA4 site. Mr. Burton reminded Ms. Phelps that the motion is to postpone and comments can only be to the reason to postponing.

Vote on the motion to postpone failed with Board members Hardy, Crawley, May, and Phelps supporting the motion and Board members Burton, Priest, Crawford, Ramsey, Armstrong and Bell opposed.

Ms. Priest asked staff about the comment there are over 1300 letters that need to be mailed regarding placement and if it is correct that there are approximately 20 slots at each of the 13 sites for approximately 260 students? She also asked if either proposal provides for an additional 100 students for a total of 360 students? Ms. Brunson said that is correct. Ms. Priest asked about the reference to home school and Ms. Brunson clarified that is the neighborhood school. Ms. Priest said that in reviewing the information, she sees there are a couple of options, either Option A or B, or separating addressing Judson and Fairfield and do we have to do this? Mr. Abrams explained the original motion was based on staff's recommendation to move or get rid of the two classes at Judson and Fairfield and take on Option A. He also stated that the substitute motion is the same except for Option B.

Mrs. Bell moved, seconded by Ms. Phelps, that we accept Option B adding replacing Judson with Walnut Hill and Fairfield to Forest Hill and give those parents who have already signed up for Judson and Fairfield first option. Mrs. Parker made the board aware that transportation may have to be provided and in most cases, parents bring the preK children and staff has been told that transporting four-year olds on a school bus is illegal unless they are securely fastened in a harness and an adult other than the bus driver is on the bus. Mrs. Bell asked couldn't something be placed on the application that parents must provide their own transportation. Ms. Brunson

said there is a place at the neighborhood schools for those students who were on the list for Judson. Mrs. Bell asked if this is the same program? Ms. Brunson responded that all the programs are the same, as the only difference in the programs is the funding, they all have the same curriculum. Mr. Abrams explained that transportation is a major issue and the board would need to determine the funding source for this also. Mrs. Bell withdrew her motion and Ms. Phelps withdrew her second. *Mr. Ramsey moved, seconded by Mrs. Armstrong, to call for the question on all motions and substitute motions. Vote on the motion carried with Board members Crawley and Phelps opposed and Board members Hardy, Burton, May, Priest, Crawford, Ramsey, Armstrong and Bell supporting the motion.*

Vote on Option B carried with Board members Burton, Crawford, Ramsey and Armstrong opposed and Board members Hardy, Crawley, May, Phelps, Priest and Bell supporting the motion.

Recess. Mr. Burton announced he will need to leave the meeting and following a brief recess, First Vice President Crawford will preside over the remainder of the meeting. The board went into recess at approximately 8:18 p.m. and reconvened in open session at approximately 8:42 p.m.

REVISIONS TO PERSONNEL EVALUATION PLAN FOR 2008-09

Mrs. May moved, seconded by Mrs. Crawley, to approve the proposed revisions to the Personnel Evaluation Plan for 2008-09 as recommended by staff and submitted in the mailout. Mrs. Bell asked about the organizational chart and for an explanation about the solid line from the internal auditor to the superintendent and the broken line from the internal auditor to the Caddo Parish School Board. She stated she contacted other governmental entities as to how their organizations are set up. Mr. Abrams explained the superintendent evaluates the auditor; he works for the superintendent, but the board can call upon the auditor to conduct certain functions in auditing and then he would report to the board president. He explained there are policies that strictly refer to an investigation of things the superintendent may have done and the internal auditor is the one who would review that and then report directly to the board. Mrs. Bell said there has to be a checks and balances with the superintendent and she believes this was changed with a former superintendent. Mr. Abrams explained the auditor operates on a certain set of rules that require him to follow auditing standards where he understands if he is charged to do an investigation for the board, then he must respond to the board and not the superintendent. He further explained the safe guards in place concerning whether or not the superintendent would do something or improperly evaluate the auditor, whereby the board oversees what the superintendent does and if the board sees something is wrong and the superintendent is doing something to the audit because of something the board asked the auditor to do, then the board has the ultimate power to take care of the superintendent. She said she believes we need to make sure the line is solid to the CPSB and also to the Superintendent. Mr. Abrams also explained that an individual board member cannot ask the internal auditor to do something; it would have to be a board action. He said the lines are dotted to show that the person reports to two people and the direct person is the superintendent because that is who evaluates the auditor, not the board. *Vote on the motion carried with Board members Hardy, Crawley, Phelps, Priest, Crawford, Ramsey, Armstrong and Bell supporting the motion. Mrs. May was absent for the vote.*

PAY ALL SUBSTITUTE EMPLOYEES EVERY 2 WEEKS BEGINNING 2008-09SY

Mrs. Crawley moved, seconded by Mrs. Bell, that all substitute employees be paid bi-weekly starting September 2008. Mrs. Crawley stated a recommendation from staff is at board members' stations for a bi-weekly pay schedule. She said increasing the frequency of pay can only help to better align substitute employees income schedules with the date their personal bills are due. She said this has been done on the certified side and it is time to make all employees equal. *Vote on the motion carried with Board member Ramsey opposed and Board members Hardy, Crawley, May, Phelps, Priest, Crawford, Armstrong and Bell supporting the motion.*

SUPERINTENDENT'S REPORT

Mrs. Crawley asked Mr. Brown about the phone survey sent in the mailout and if staff is aware that Byrd and Captain Shreve are not using their phones? Mr. Brown said he was aware and he believes it's a lot personal preference. He said many of the teachers are using their own cell

phones and do not want to carry around another electronic device. He also stated that there are some issues in some of the schools based on materials the schools are constructed of and there is a plan of action to address this. Mrs. Crawley asked about the bad reception an employee at Caddo Career noted, as well as comments made by other employees? Mr. Brown stated he doesn't believe the phones are hard to use. Mrs. Crawley asked if they work in conflict with wireless computers? Mr. Brown said they can as they are competing with the same wireless device placed in the schools that computers compete for. Where people are reporting bad reception, Mr. Brown reported there is an alternative plan ready to implement; and while they will not have the mobility of a wireless phone, they can have a wired phone that will plug into their computer and operate off the network. Mrs. Crawley asked if the network is down will they have a phone? Mr. Brown responded if the network is down now they do not have a phone.

Mrs. Armstrong asked that 10.17 "Exploration of the 4 x 4 Configuration for all High Schools" be removed because it will be re-addressed in the Fall. She also asked that 10.18 be investigated and addressed so we do not have the conflict in grading off-campus and on-campus P.E. credits.

ANNOUNCEMENTS AND REQUESTS

Mrs. May announced that last week one of our employees was blessed with two children graduating from college. Dr. Mary Nash-Robinson's daughter graduated from law school and her son graduated from Southern University.

Ms. Phelps asked again for the report on the AU middle schools, the number of 8th graders that passed and failed the LEAP. She said she knows staff said this information was not available, but knows the schools have it since this is how we are getting ready for summer school. She asked if the schools have not turned this into the district? Mrs. Gunn said only for those who need the summer remediation. Ms. Phelps asked if the directors do not know the number of students at each school who passed or failed the LEAP? Mrs. Gunn said they have been meeting and will have the information compiled on Friday. Ms. Phelps asked for clarification and that when LEAP scores came out a few weeks ago, did the schools not turn in how many students passed and failed? Mrs. Gunn said the schools are turning this information in so we know which ones will be attending summer remediation. Ms. Phelps said this happened a few weeks ago and she is stunned if we are saying that every middle school, as an example, did not turn in to Central Office the number of students who passed and failed. Mrs. Edwards explained schools were to turn them in by May 15th, and some of them are still compiling the information. She said what staff provided was a percentage, but will be providing the by student, by school information. Ms. Phelps said she understands the report and she is aggravated because she spoke with Mrs. Edwards and Mrs. Gunn and she didn't want the information staff provided, and she doesn't understand that of the four AU middle schools, Mrs. Gunn would not have how many 8th graders at Linwood, for example, passed the LEAP and how many failed, because the graduation rates were based on this. Mrs. Edwards said staff is compiling this by school and what they were doing is some students that passed the LEAP failed academically and we are looking at the Pupil Progression Plan to see which ones can move on. Ms. Phelps said she understood that today, but she wants to know if the principals of the middle schools did not have to turn in the information to Central Office on the number of students that failed and the number that passed? Mrs. Edwards said each school received individual student profiles and they had to hand count how many passed the ELA, the Math, the Science, and the Social Studies, and they have turned in a form to the directors as to how many scored unsatisfactory, approaching basic, basic, mastery and proficient and staff will provide the number of students by school you asked for. Ms. Phelps responded that she is not worried about staff getting it to her, but asked that her question be answered because graduation is over and most have gotten their certificates (8th graders). Mrs. Edwards explained that SBLC meetings are still being held up to Thursday to determine what students can go on to the 9th grade. Ms. Phelps said that is not what she is asking, and Mrs. Edwards asked Ms. Phelps for clarification on what she is wanting. Ms. Phelps said she wants to know how many students in the 8th grade, and used an example of 100 students in the 8th grade at Linwood, and 50 students passed just the LEAP score, Math, Science, or whatever component they needed to pass, and they had everything else academically, and did 50 fail and what she wants to know is do these schools not turn in this information to Central Office? Mrs. Edwards explained that Mrs. Woodard has a report that she must double check what the schools turn in and she did not want to give inaccurate information. Ms. Phelps asked if the schools did turn in that information? Mrs. Edwards said they sent in percentages, not by student, and said she will email Ms. Phelps the information on Wednesday. Ms. Phelps said how simple is her question

and what she is saying in a district this size and as important as scores are, she only asked a simple question. *Mr. Ramsey called for a Point of Order in that at this point there is an argument going on and we need to move on.* Ms. Phelps asked if the information comes to Central Office? Mrs. Gunn said the information will come from the State when all the records are cleaned up. Ms. Phelps asked when the numbers are received from the middle schools, that this information is forwarded to her.

Ms. Priest announced that board members should put on their calendar that the Caddo Parish School Board will host the Intergovernmental Meeting on Friday, June 13th, at 11:30 a.m. at the Independence Stadium Sky Box. Ms. Priest also announced that the Legislative Session is still ongoing and that three pieces of legislation needing to be tracked include Senate Bill 1347, SB 1349 and SB795. She said it is important that board members and constituents call regarding these pieces of legislation. Ms. Phelps asked if we will have a meeting or special session to go over what we will be presenting at the Intergovernmental Meeting? Ms. Priest said we can look at those items we would like placed on the agenda, and that one of the items on their standard agenda is our role in the Cyber Command initiative.

Mrs. Bell congratulated the Huntington baseball team for an outstanding season and the awards they received.

Mrs. Bell requested that the staff prepare an RFP to solicit proposals for an update of the Arthur Anderson job evaluation and compensation plan used in the district since 1985.

EXECUTIVE SESSION

Level IV Grievance. Mr. Abrams recognized the attorneys for the grievant and the administration – Mr. Brian Landry on behalf of the grievant and Mr. Michael Lowe on behalf of the administration. Mr. Abrams said there is a Level IV grievance scheduled this afternoon; and because we have just begun the initial process in Mrs. Bell’s request for an RFP to update the Arthur Anderson job evaluation plan, the grievant has agreed to hold in abeyance their grievance at this time and that she will dismiss her grievance if the CPSB enters into a consulting contract to update the Arthur Anderson Job Evaluation and Compensation Plan. Basically, they are agreeing to dismiss it, not just because of the RFP, but once we enter into an actual contract with the consultant.

Mrs. Armstrong stated that the CPSB is a member of the Council of Great City Schools and she has previously checked into this and was given information that they provide these services to schools boards: they can come in and provide any number of services to look at job descriptions, salaries, grades, and comparisons. She asked if this will be considered a possibility? Mr. Abrams stated this is nothing more than an agreement between the lawyers and administration as to the fact that they will dismiss it if the school board enters into a consulting contract. It will be up to the board as to the consulting process. He said he knows the Council of Great City Schools has fees associated with what they do and there are a couple of consultants in the local area, but they can be made a part of the process. Mrs. Armstrong said they do not charge for the service, but their only expense would be their room and board, travel, etc. Mr. Ramsey stated this is something that is long overdue.

Adjournment. *Mrs. Crawley moved, seconded by Mrs. Bell, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 9:10 p.m.*

Wanda Gunn, Interim Superintendent

Willie D. Burton, President

May 27, 2008

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 4:30 p.m. on Tuesday, May 27, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Phillip Guin, Eursla D. Hardy, Charlotte Crawley, Tammy T. Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong, and Dottie Bell. Also present were Wanda Gunn, Interim Secretary and Reginald Abrams, legal counsel. Mr. Ramsey led in the prayer and Pledge of Allegiance. Mrs. May was absent.

Mr. Burton announced that the special session today is to discuss and choose candidates to interview in the superintendent search. He also announced that Mrs. May was absent due to illness.

EXECUTIVE SESSION

Mr. Ramsey moved, seconded by Mrs. Bell, to go into executive session for up to 45 minutes for the purpose of discussing the candidates for superintendent. Vote on the motion carried unanimously and the board went into executive session at approximately 4:40 p.m. The board reconvened in open session at approximately 5:48 p.m.

DETERMINE APPLICANTS TO BE INTERVIEWED FOR SUPERINTENDENT OF SCHOOLS AND ESTABLISH INTERVIEW DATES

Mr. Ramsey moved, seconded by Ms. Priest, that the CPSB nominate five candidates to interview. Vote on the motion carried unanimously.

Mrs. Anderson explained that each candidate's name will be called and each board member will have five votes. She also stated that she will manually tabulate the votes so that results can be displayed at the end of the voting.

Mr. Rachal questioned that if the votes are displayed then everyone knows someone is voting for that candidate. Following discussion, it was agreed that if voting for a candidate, the board member should vote "yes" (No. 1 on the keypad) and if not voting for that candidate, to vote No. 4 "Candidate Not Selected". Mr. Burton proceeded to announce the name of each candidate with the official results being: Dr. Morcease Beasley (0 vote), Dr. Gerald Dawkins (10 votes – Guin, Burton, Crawley, Phelps, Priest, Crawford, Rachal, Ramsey, Armstrong, Bell), Mr. Theodore Haig (0 votes), Dr. William Harner (11 votes – Guin, Hardy, Burton, Crawley, Phelps, Priest, Crawford, Rachal, Ramsey, Armstrong, Bell), Dr. Leon Hobbs (4 votes – Guin, Hardy, Crawley, Priest), Dr. Joan Kowal (2 votes – Rachal, Ramsey), Dr. Patricia Pickles (5 votes – Hardy, Burton, Phelps, Priest, Bell), Dr. Herman Smith (8 votes – Guin, Hardy, Burton, Crawley, Phelps, Crawford, Armstrong, Bell), Dr. Arthur Stellar (3 votes – Crawford, Ramsey, Armstrong), and Dr. Thomas Tocco (11 votes – Guin, Hardy, Burton, Crawley, Phelps, Priest, Crawford, Rachal, Ramsey, Armstrong, Bell).

Mrs. Anderson reported that with the board action to name the top five candidates with a majority vote, Dr. Harner has 11 votes, Dr. Tocco has 11 votes, Dr. Dawkins has 10 votes, Mr. Smith has 8 votes and Dr. Pickles has 5 votes (which is not a majority). Discussion was held on the re-vote process for the fifth candidate. Mr. Rachal asked could another motion be made? Mr. Burton responded it cannot. Mrs. Armstrong asked if since there is a significant difference, can the board elect to take the top four vote getters? Mr. Burton announced that at this time, the board would need to go back and get the majority. Mrs. Anderson explained that the board voted for the top five majority vote getters and clearly those who received the 11, 10 and 8 votes were a majority; however, the fifth candidate received 5 votes and the next candidate received 4 votes. In order to secure the fifth candidate, each board member would vote once on either of these 2 candidates in order to secure the 5th candidate.

Mr. Guin moved, seconded by Mr. Ramsey, that the CPSB take the top four candidates that received the highest number of votes and proceed with just four candidates rather than five, based on the vote. Mr. Guin explained he verified with the attorney that this could be done given the disparity between the 8 votes and 5 votes, and his motion is to bring in the top four

candidates to interview (Dawkins, Harner, Smith and Tocco). Ms. Phelps asked for clarification on Mr. Guin's motion since she understood the board president to say another motion could not be made and if the motion on the floor would add Dr. Pickles as the fifth candidate? Mr. Guin said he is only saying eliminate trying to determine the fifth candidate since the top four candidates had a majority vote. Ms. Phelps asked the board president why this motion is being made when Mr. Rachal and Mrs. Armstrong asked to do the same thing and they were told another motion could not be made since the board voted to bring five candidates. Mr. Burton said he understood since the board voted to interview the top five candidates, that's what needed to happen; however, he has talked to the board attorney, and asked Mr. Abrams to respond. Mr. Abrams explained that his ruling was based on the fact that the board president was interrupted and said no discussion, so at that point the president had ruled. He also added he never heard a motion. Ms. Phelps said but Mrs. Armstrong also asked if this could be done. Mr. Burton stated the attorney has ruled and the motion is to interview the top four candidates. *Vote on the motion carried with Board members Hardy, Priest and Bell opposed and Board members Guin, Burton, Crawley, Phelps, Crawford, Rachal, Ramsey and Armstrong supporting the motion.*

President Burton announced that the four candidates to be interviewed (in alphabetical order) are: **Dr. Gerald Dawkins** (10 votes), **Dr. William Harner** (11 votes), **Dr. Herman Smith** (8 votes), and **Dr. Thomas Tocco** (11 votes).

Mrs. Anderson announced that the board originally approved a calendar with interview dates of June 9-13 and 16. With four candidates being interviewed, only four of those dates are now needed and asked for the board's preference on what dates to eliminate.

Mr. Guin moved, seconded by Ms. Phelps, to schedule the interviews that week based on the days that work best for arranging the candidates' visit. Based on the fact that staff will continue to work with the dates in the original timeline for interviews, Mr. Guin withdrew his motion and Ms. Phelps withdrew her second.

Adjournment. *Ms. Phelps moved, seconded by Mr. Guin, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:20 p.m.*

Wanda Gunn, Interim Secretary

Willie D. Burton, President

June 3, 2008

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m., on Tuesday, June 3, 2008 with President Willie Burton presiding and Bonita Crawford and Lillian Priest present being a quorum. Other school board members present were Eursla Hardy, Charlotte Crawley, Tammy Phelps, Barry Rachal, Larry Ramsey, and Dottie Bell. Also present were Interim Secretary Wanda Gunn, Legal Counsel Reginald Abrams, staff and other visitors. Mr. Rachal led the prayer and Pledge of Allegiance.

PRESENTATION

Review of Elementary and Middle Magnet Schools Policies. Mrs. Gunn stated that when the board adopted the last magnet school policy, the board included in that policy that after 2-3 years, a review of the progress would be conducted and a report shared with the board. Rosemary Woodard, testing/evaluation specialist, reported that correspondence and backup data are placed at board members' stations and this year 954 students tested for the middle magnet program and an additional 1,200 tested for K-5. Mrs. Woodard stated that since the board is reviewing policies and procedures, staff has included data simulations relative to what would happen if policy changes.

Mrs. Bell asked staff to explain siblings receiving first preference? Mrs. Woodard explained that siblings who meet the cutoff score are placed first, and she believes this was a board effort to keep families together, and the remaining slots would then be filled with the 60-40. Mrs. Bell said in most magnet schools there are no slots in kindergarten programs since everyone starts new, but in the 1st, 2nd and 3rd grades, is she correct that if you fill the only 5 or 6 slots with siblings, then there may not be any additional slots? Mrs. Woodard responded that in accordance with policy, siblings are placed first. Mrs. Bell said she has some concerns and would like the time to review the information more carefully. Mrs. Gunn stated that is the purpose of providing the information from staff's review to the board, and she is recommending to the board that there is no change in the policy; however, if the board sees something they desire to be changed, staff can look at it further. Mrs. Bell stated that she is concerned about those that come in at the upper levels and those new coming into the district.

Mrs. Crawford stated a concern expressed to her regarding the new companies that are locating or possibly locating in Shreveport, and how slow our testing process is. She asked if staff has plans to look at the process for not only magnet testing, but also Gateway, over the summer? Mrs. Woodard explained there is a summer test administration for those schools that have openings for those who applied late for the magnet program. Mrs. Gunn added that after the first day of school for the middle magnet programs, existing students in neighborhood schools are not taken from those schools and after the fifth day at the elementary level, we do not take any additional students. However, students coming in from out of state are tested and if they meet the requirements, they are placed. Mrs. Crawford said with the effort being made on bringing new business to the community, we need to look at our procedures and how we can better assist and meet the needs of those moving into the district. Mrs. Woodard further explained that the Gateway testing, etc. is addressed through the Special Programs Department. Attorney Julie Lafargue stated that the board three years ago adopted the new policies for the elementary and middle magnet schools admissions in response to the Federal Court ruling that our magnet school admission policies were not constitutional. She said the district has for three years now been operating under the board's new admission policy and she and the staff have spent a lot of time reviewing the data on those students who applied, were tested, were admitted or were not admitted. Ms. Lafargue stated that staff also provided simulations of hypothetical policies of, for example, eliminating sibling preferences, diversity factors, using only rank scores, etc., running each scenario on all three years. She said she believes staff has provided as much information as they were able to put together that might be a policy. Ms. Lafargue said despite some of the complaints, she believes the policy has worked well for three years, and she believes an attempt has been made to make the magnet application process longer in time so families have a longer timeframe to apply to the magnet schools, and staff has made the process more open in the community to allow students to test in more locations. She said a lot of time and effort over the past three years has been spent on test security by using different test instruments in each of three years of test administration in an effort to do the best job possible to ensure the children tested are done so with an instrument that is secure and is one testing the child's ability to function in a

magnet school at that level. She also noted this is a screening device, and staff has done the best it could with a limited number of tests available for four-year olds to offer a fair opportunity for each child to be tested and compete for the limited number of seats in the magnet schools. Ms. Lafargue shared an example that South Highlands is the most popular requested magnet school and it has 80 seats for kindergarten and over 500 children selected South Highlands as their first choice. She said when 420 of these children are not going to make South Highlands, many are going to be unhappy and will be calling complaining. She said the same is true for Judson. She said the schools are very good and the exam is a very rigorous one for four-year olds and it continues to be competitive. Ms. Lafargue stated she also believes the staff is doing a good job in carrying out the board's desire to have a fair and open admissions process for children in the schools and to report back to the board what is happening in the testing and procedures in carrying out the board's policy.

Mrs. Bell expressed concern over 400 plus students wanting in the only 80 seats at South Highlands and asked Ms. Lafargue if she deals with the Discoveries and Gateway Programs? Ms. Lafargue said she does not. Mrs. Bell asked the superintendent if the spots are already taken, and there were only 80 seats, is it possible to put a Discoveries and Gateway class at the neighborhood schools? Mrs. Gunn said there is opportunity for that to happen now and if the number of students apply and are tested for Gateway, staff will not only place a class there, but it will also serve them with an itinerant teacher. She said if the school has enough students to qualify for Discoveries (which is directly under the Gateway class), then there is a procedure for schools to add Discoveries.

ESTABLISH THE AGENDA FOR THE JUNE 17, 2008 CPSB MEETING

Superintendent Gunn highlighted the agenda items being presented for the board's consideration at the CPSB meeting on June 17, 2008 and the following discussion ensued.

Reading Specialist Revised Proposal. Mrs. Gunn reported that at this time, and while it is very difficult to get qualified ELA at the middle and high school levels, we have found about four good reading specialists and about 5-6 more interviews are scheduled. The superintendent stated that staff is asking in the revised proposal that they be allowed to hire reading teachers, especially at the high school level, who will be a part of the ongoing courses to get them certified as a Reading Specialist. She said staff is asking for the board's approval of this proposal so the services will be there for the students.

Discipline Review Committee. Mrs. Bell asked staff to look at number 6, because some preK-3rd graders are over age, and she feels a principal should suspend a preK-3rd grade student for battery of a teacher or school personnel, and not required to recommend expulsion which means the child would go back to that classroom, school, or possibly another school. She said some guidelines are needed as to what will be done with these students, and a message needs to be sent out so the teachers know what to do. She said she believes the principal needs a leeway.

Mrs. Crawford asked if it is not state law that a student can not go back to that school; and if so, doesn't that make No. 6 moot? Mr. Abrams said it's questionable when that is said, because while it does say that in state law, in actuality proving a battery in the preK level and the intent of a child to cause harm to a teacher is very difficult. He said Caddo's policy used to say "striking" of a teacher which took out any type of intent, but that it not what the statute says, it says "battery" of a teacher. He said he believes he remembers from the committee meeting that the intent is to provide some discretion to the principal rather than have "shall expel" so when you have a child throwing a tantrum and happens to strike a teacher, then the principal would not be mandated to expel that student, but would have discretion in determining if there was intent or not and making a decision. Mrs. Crawford asked for clarification and if the principal knows it is a deliberate attack, do they have the authority to expel and Mr. Abrams said that is correct, the principal can suspend and expel. He further added that the way the current policy reads, the principal does not have that discretion. Mr. Abrams also noted that the board should be aware that this information is subject to change when the new consultant addresses the special ed issues as it will also cover general ed – schoolwide positive behavior support, interventions put in place before suspending or expelling a child that is acting out in such a manner.

Mrs. Bell asked if the policy now is when a child is guilty of battery on a teacher, that child is sent to another school? Mrs. Gunn responded that is correct because there is not an alternative

program at this time for that age. Mrs. Bell stated she believes this is unfair to send the problem to another school and encouraged staff to come up with an alternative. Mrs. Gunn noted that many times it has worked by doing so, because a change in environment has changed their behavior.

Proposed Dress Code Policy. Mrs. Bell asked for further explanation on this item. Dr. Mary Nash-Robinson explained that as result of a request from Board member Hardy, a committee was formed and a policy was drafted for the professional organizations review and many responses were received. She said many of the responses were too much is left to discretion and interpretation, so a generic statement is being brought to the board for consideration that says *under no circumstances should employees wear clothing in violation of the student dress code.* Mrs. Crawford stated a first grade teacher has expressed concern she may not be able to wear jeans or capris when she spends a lot of time on the floor with her first grade students and that she doesn't have a problem with a teacher wearing jeans/capris as long as they are nice. Dr. Robinson said she doesn't believe there will be a problem with the attire described.

Authorize Staff to prepare a RFP in Order to Solicit Proposals for an Update of the Arthur Anderson Job Evaluation and Compensation Plan. Mrs. Bell stated she is asking the board to support authorizing staff to prepare a RFP in order to solicit proposals for an update of the Arthur Anderson Job Evaluation and Compensation Plan and that the RFP be brought back to the board for approval. She further stated she believes it is very important that the Arthur Anderson report is updated because the original report was implemented in 1995 with the requirement that it be updated and she understands there have not been any updates since its implementation. She added there have been numerous grievances concerning inadequacies in the manner of promotion and evaluation and she believes a current study evaluating the job and compensation plan will help administrators evaluate jobs and facilitate appropriate promotions. She also stated she will also include in her motion that the PEC will no longer perform job re-evaluations, reclassifications nor create new positions while this plan is being evaluated. Mrs. Crawley stated that the title of the agenda item be revised to include the "freezing of the actions of the Position Evaluation Committee".

CONFIRM THE AGENDA AND CONSENT AGENDA

Mr. Burton recommended items 7, 8 and 9.02-9.05, and 9.07-9.14 as the consent agenda. *Ms. Priest moved, seconded by Mrs. Crawford, to approve the proposed agenda and consent agenda for the June 17, 2008 CPSB meeting as presented. Vote on the motion carried unanimously.*

Adjournment. *Ms. Priest moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 5:15 p.m.*

June 3, 2008

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 5:15 p.m. (immediately following the executive committee meeting) on Tuesday, June 3, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Eursla Hardy, Charlotte Crawley, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, and Dottie Bell. Also present was Wanda Gunn, interim secretary, and Reginald Abrams, legal counsel. The prayer and pledge were omitted.

PUBLIC HEARING ON RENAMING OF THE NEW GYMNASIUM AT NORTHWOOD HIGH SCHOOL TO THE POWELL LAYTON NORTHWOOD HIGH SCHOOL GYMNASIUM

President Burton declared the public hearing open for renaming of the new gymnasium at Northwood High School to *The Powell Layton Northwood High School Gymnasium*. There being no speakers, Mr. Burton declared the public hearing closed.

PUBLIC HEARING ON THE RENAMING OF THE FOOTBALL STADIUM AT NORTHWOOD HIGH SCHOOL TO THE JERRY BURTON STADIUM

President Burton declared the public hearing open for renaming of the football stadium at Northwood High School to *The Jerry Burton Stadium*. There being no speakers, Mr. Burton declared the public hearing closed.

PERSONNEL RECOMMENDATIONS

Mr. Ramsey moved, seconded by Mrs. Crawley, to approve the personnel recommendations as recommended and submitted by the superintendent. Vote on the motion carried with Ms. Phelps absent for the vote. Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following board-approved personnel appointments: (1) Jeannie Taylor, counselor, Shreve Island; (2) Alesshrundra McKeever, counselor, Summer Grove; (3) Kasie Mainiero, counselor, Forest Hill; (4) Rod Bagley, head coach, Southwood High School; (5) Dawn Tyson, principal, Alexander Learning Center; and (6) Gregory O'Quinn, assistant principal, J. S. Clark. These appointments will receive the appropriate salary as reflected by the Caddo Parish School Board salary schedule applicable to the position to which they are appointed. Administrators, family and other guests present also were recognized.

BIDS

Ms. Priest moved, seconded by Mrs. Hardy, to approve the bids as recommended by staff and submitted in the mailout on the bid tabulation sheet. Vote on the motion carried unanimously. A copy of the bid tabulation sheets are part of the permanent record.

RESOLUTION CALLING FOR A TENURE HEARING OF A TENURED TEACHER

Mr. Ramsey moved, seconded by Mrs. Hardy, to approve the resolution calling for a tenure hearing of a tenured teacher. Vote on the motion carried unanimously.

SUPERINTENDENT SEARCH

Burnadine Moss Anderson, liaison to the board for the superintendent search, reported that the update today includes review of the schedule for the interviews, a review of the timeline and possible adjustment, and a possible executive session to discuss the interview questions and take any action necessary as a result of the executive session.

Mrs. Anderson presented the interview schedule and announced that Dr. Dawkins will interview on Monday, Dr. Smith on Tuesday, Dr. Harner on Wednesday and Dr. Tocco on Thursday. She also noted the original travel schedule, and some members have expressed the time allowed for travel being too limited by being mainly on a weekend. Mrs. Anderson reported that with the board's decision to interview four candidates and the original schedule allowing for up to six, she would like to propose a possible adjustment to the schedule to now allow for travel June 18 – 23.

She also added that with the change in schedule to interview four candidates; and, if the board so desires, one of the six days could now be used to call a special meeting to narrow the candidates and the sixth original interview day could be used to bring candidates in for a second interview.

Following discussion, *Mrs. Crawley moved, seconded by Mrs. Hardy, that a special call meeting be held at 2:00 p.m. on June 13, 2008, to vote on 3 semi-finalists. Vote on the motion carried unanimously.*

Mr. Ramsey asked that staff resend the daily interview schedule to board members and committee members. Mrs. Anderson explained she communicated with the committee members that their time is 7:30 a.m. each day. Mr. Ramsey explained his committee appointee indicated he had not received any information. Mrs. Anderson explained that if he received the resumes, the schedule was included with that information; however, she will follow up. Mr. Ramsey asked that another copy of the schedule be provided.

Mr. Burton announced that rather than go into executive session, the board will briefly meet prior to the interviews to review the questions.

Adjournment. *Mr. Ramsey moved, seconded by Mrs. Hardy, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 5:40 p.m.*

Wanda Gunn, Interim Secretary

Willie D. Burton, President

June 9, 2008

The **Caddo Parish School Board (CPSB)** met in *special session* in its office (Room 1) at 1961 Midway Street, Shreveport Louisiana at 4 p.m. on Monday, June 9, 2008, with President Willie Burton presiding and the following board members present being a quorum: Phillip R. Guin, Eursla D. Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Legal Counsel Reginald Abrams was also present.

The president said the purpose of the special school board meeting is for the board to entertain a motion to go into executive session to interview candidates for the position of superintendent of Caddo Parish Public Schools.

Mrs. Crawley moved, seconded by Mr. Rachal, to go into executive session for approximately 2.5 hours to interview Dr. Gerald Dawkins, candidate for the position of superintendent of Caddo Public Schools. Vote on the motion carried unanimously, and the board went into executive session at approximately 4:05 p.m.

Recess. The CPSB recessed at approximately 6:10 p.m. and the president said the school board would reconvene on Tuesday, June 10, 2008 at 4 p.m. in Room 1 of the Caddo Parish School Board office complex to continue interviewing applicants for the position of superintendent of Caddo Public Schools. School board members and Dr. Dawkins relocated to the board room to engage in a media conference and public reception at approximately 6:15 p.m.

Reconvened – June 10, 2008

The **Caddo Parish School Board (CPSB)** reassembled to continue its executive session in Room 1 of the Caddo Parish School Board office complex at approximately 4 p.m. on Tuesday, June 10, 2008, with President Willie D. Burton presiding and the following school board members present being a quorum: Phillip R. Guin, Eursla D. Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Legal Counsel Reginald Abrams was also present.

The president announced the CPSB is reconvening for the purpose of interviewing Dr. Herman Smith, candidate for the position of superintendent of Caddo Public Schools. Mrs. Burnadine Moss Anderson, staff liaison to the board for the superintendent search, shared with the board that Dr. William Harner has withdrawn his name from consideration for superintendent of Caddo Schools and staff has followed through to cancel the scheduled activities for Wednesday, June 11th. The executive session began at approximately 4:05 p.m.

Recess. The board recessed at approximately 5:30 p.m. and the president announced the board would reconvene on Thursday, June 12, 2008, at 4 p.m. in Room 1 of the CPSB office complex to continue interviewing applicants for the position of superintendent of Caddo Public Schools. School board members and Dr. Smith relocated to the board room to engage in a media conference and public reception at approximately 6:30 p.m.

Reconvened – June 12, 2008

The **Caddo Parish School Board (CPSB)** reassembled to continue its executive session in Room 1 of the Caddo Parish School Board office complex at approximately 4 p.m. on Thursday, June 12, 2008, with President Willie D. Burton presiding and the following school board members present being a quorum: Phillip R. Guin, Eursla D. Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Legal Counsel Reginald Abrams was also present.

The president announced the CPSB is reconvening for the purpose of interviewing Dr. Thomas Tocco, candidate for the position of superintendent of Caddo Public Schools and the board went into executive session at approximately 4:05 p.m.

Adjournment: The board reconvened in open session at approximately 5:45 p.m. and *Mrs. May moved, seconded by Ms. Phelps, to adjourn. Vote on the motion carried and the board adjourned*

at approximately 5:45 p.m. School Board members and Dr. Tocco relocated to the board room to engage in a media conference and public reception at approximately 6:00 p.m.

Wanda Gunn, Interim Secretary

Willie D. Burton, President

June 17, 2008

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at approximately 4:30 p.m. on Tuesday, June 17, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Phillip Guin, Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps (arrived at approximately 4:48 p.m.), Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Interim Superintendent Wanda Gunn and Legal Counsel Reginald Abrams. Ms. Priest led the prayer and Pledge of Allegiance. Mr. Burton announced that Mrs. Crawford is absent due to illness.

CONSIDERATION OF MINUTES OF THE MAY 20, 2008, MAY 27, 2008 AND JUNE 3, 2008 CPSB MEETINGS

Mr. Guin moved, seconded by Mrs. Hardy, to approve the minutes of the May 20, 2008, May 27, 2008 and June 3, 2008 CPSB meetings as submitted. Vote on the motion carried unanimously.

ESTABLISH THE AGENDA

Mr. Burton announced that Items 4.01, 7.01-7.04, 8.01, 9.02-9.03, 9.07-9.13, and 9.15-9.17 are the consent agenda.

PUBLIC HEARING FOR THE RENAMING OF THE PERFORMING ARTS CENTER AT CADDO MIDDLE MAGNET TO THE LEL McCULLOUGH PERFORMING ARTS CENTER

President Burton declared the public hearing open for the renaming of the Performing Arts Center at Caddo Middle Magnet to the Lel McCullough Performing Arts Center. Mrs. Nancy Nix, teacher at Caddo Middle Magnet, addressed the board in support of renaming the Performing Arts Center at Caddo Middle Magnet to the Lel McCullough Performing Arts Center. Mrs. Nix stated that the Caddo Middle Magnet staff, faculty, parents and PTA all endorse this and she encouraged the board to vote in favor of renaming the Performing Arts Center at Middle Magnet after Lel McCullough. There being no additional speakers, President Burton declared the public hearing closed.

PRESENTATIONS AND RECOGNITIONS

Recognitions. Dr. Mary Nash Robinson introduced Breanke Mitchell and Eva Monroe who recognized the following retirees for the 2007-2008 school year. Breanke Mitchell noted that a total of 144 certified personnel representing a total of 3,270 years of service are retiring this school year. Those present were recognized for their years of service to Caddo Public Schools – Carrie Ashmore-Bell, Instructional Specialist, Special Education Center, 33 years; Donna Baker, Elementary Director, 33 years; Wilma Gaines, Certified Personnel Administrator, 6.5 years; Barbara Lane, Administrative Assistant, Creswell Elementary, 32 years; Kay Robinson, Principal Caddo Middle Magnet, 40 years; Marlene Bourgeois, Teacher, Westwood Elementary, 20 years; Wilda Crowder, Teacher, Pine Grove Elementary, 34 years; Evelyn Dawson, Teacher, Summerfield Elementary, 34 years; Glenda Heard, Itinerant Speech Therapist, 32 years; Carol Hill, Teacher, Eden Gardens Fundamental, 15 years; LaRhonda May, daughter of Patsy Jackson accepting for her 7 years at Midway Professional Development Elementary; Judy Ball Johnson, Teacher, South Highlands Magnet, 33 years; Lillie Kirkendoll, Teacher, South Highlands Magnet, 33 years; Joseph Levy, Teacher, Fair Park High School, 33 years; Raymond Love, Teacher, Booker T. Washington High School, 33 years; Verna Norris, Teacher, Hillsdale Elementary, 37 years; Glendyn Tietjen, Teacher, University Elementary, 21 years; and Nora Youngblood, Language Arts Coordinator, Pine Grove Elementary, 41 years.

Eva Monroe announced the retirement of 94 classified employees during the 2007-08 school year representing a total of 1,993 years of service to the school district. Those in attendance and recognized included Gail Westmoreland, Teacher, Westwood Elementary, 30 years; Charlene Day, Bookkeeper, Central Office, 18 years; Ann Fowler in memory of her brother Jerry Roberson, Purchasing Technician, 30 years; Ernest Allen in memory of his wife Lou Allen, Custodian, Cherokee Park Elementary, 15 years; Louise Bledsoe, Custodian, Blanchard Elementary, 29 years; Johnnie Cannon, Assistant Custodian, Green Oaks High School, 16 years;

Robert Johnson, Assistant Custodian, Hamilton Terrace Adult Learning Center, 29 years; Esther Landreth, Custodian, Huntington High School, 25 years; Ruthie Lewis, Custodian, Caddo Magnet High School, 24 years; Eddie Rachal, Custodian, Bethune Middle School, 21 years; Doris Watkins, Custodian, Southwood High School, 23 years; Dorothy Williams, Custodian, Northwood High School, 7 years; James Wyatt, Custodian, Woodlawn High School, 22 years; Gwendolyn Blackwell, Food Tech, Mrs. Eddie Jones West Shreveport Elementary, 34 years; Betty Brooks, Food Service Manager, Mooretown Professional Development, 29 years; Lillie Brown, Food Tech, Southern Hills Elementary, 7 years; Ernest Davis, Sr., in memory of his wife Juanita Davis, Food Service Manager, Caddo Middle Career & Technology, 21 years; Margaret Gatson, Food Service Specialist, 28 years; Doris Johnson, Food Tech, Oak Park Elementary, 12 years; Elizabeth Latson, Food Tech, Caddo Heights, 16 years; Pearlie Mosley, Food Tech, Cherokee Park Elementary, 10 years; Patsy Silva, Food Tech, Caddo Middle Career & Technology Center, 24 years; Tommy Finley, Bus Driver, 29 years; Gloria Finley, Bus Driver Attendant, 28 years; Mary Furgerson, Bus Driver, 11 years; Elizabeth Hudson, Bus Driver, 29 years; Robert Lane, Sr., Bus Driver, 23 years; Alicia Quiles, Bus Driver Attendant, 22 years; Gwendolyn Scarbrough, Bus Driver, 29 years; Connie Thompkins, Bus Driver, 31 years; Lee Vera Turner, Bus Driver Attendant, 6 years; Carol Baker-King, Clerk, Green Oaks High School, 29 years; Jeanette Clark, Teacher Aide, Mooretown Professional Development, 7 years; Refus Combs, Security Coordinator, Fairfield Magnet, 6 years; Judy Gaddis, Teacher Aide, Southern Hills Elementary, 7 years; Barbara Jefferson in memory of her daughter Tangela Jefferson, Teacher Aide, Shreve Island Elementary, 14 years; Catherine Jones, Teacher Aide, Riverside Elementary, 28 years; Karen Kinney, Teacher Aide, Eighty-First ECE, 27 years; Cindy Lawhorne, Teacher Aide, Mooretown, 29 years; Martha Maple in memory of her husband Richard Maple, Jr., Library Clerk, Shreve Island, 6 years; Bertha Rushing, Teacher Aide, Pine Grove Elementary, 29 years; Jo Wainwright, Teacher Aide, Southern Hills Elementary, 20 years; Carolyn Washington, Teacher Aide, Keithville Elementary/Middle, 31 years; and Joyce Wilson, Teacher Aide, Northside Elementary, 31 years.

Distinguished Educators End of the Year Report. Superintendent Gunn introduced Ann Smith, Distinguished Educator for Booker T. Washington High School, and Terri Weber, Distinguished Educator for Bethune Middle Academy. Ms. Smith and Ms. Weber shared with the board the following accomplishments and recommendations for each school as follows. Accomplishments and recommendations for Booker T. Washington were highlighted by Ms. Smith in the areas of academic performance, learning environment, and efficiency. She said these areas correspond to the major areas of the scholastic audit conducted at BTW in 2007. Commendations in the area of academic performance, curriculum and instruction, included teachers being required to submit weekly lesson plans and timely submission of these lesson plans improving from 43% of the faculty to 83% with administration checking them for alignment to standards and instructional strategy. She also noted a stronger emphasis on literacy schoolwide in the implementation of a monitored, sustained silent reading time and by the end of the year 92.5% of the students were reading their accelerated reading books during this time. She also noted a program implemented by the school whereby several elected teachers daily taught literacy bell ringer lessons targeting reading, responding, and vocabulary. Ms. Smith also said teachers received training in cooperative learning and the importance of focusing on student centered learning as opposed to teacher centered learning by using activities that keep the students actively engaged. Ms. Smith noted that several times throughout the year 100% of the faculty was observed implementing these strategies with feedback from the administrator in their observation. A schedule was also designed and implemented in January to accommodate all 9th, 10th, and 11th grade students in intensive test preparatory classes meeting twice weekly prior to testing. Recommendations in this area include summer training for teachers at BTW in the area of designing authentic assessments that are aligned with the Louisiana Content Standards. She stated that an assessment committee has been formed to monitor and support this assessment initiative. Ms. Smith reported that the State recently revised the Comprehensive Curriculum to include several strategies to enhance literacy, and administration will need to carefully monitor and ensure the teachers are using this new curriculum to drive their instruction and offer support to the teachers as well. Ms. Smith also stated that the school's overall reading level needs to be improved and adding a reading specialist, as well as additional steps taken, will ensure that strategic reading is implemented schoolwide focusing on vocabulary, reading fluency and comprehension. Ms. Smith added it is also highly recommended that each administrator conduct a minimum of 12 weekly brief teacher observations with immediate feedback and support as needed. Relative to learning environment (culture, family/community support and professional development), Ms. Smith noted the following commendations: the school maintains a safe,

clean, healthy learning environment and incentive programs are in place, i.e. student of the month, accelerated reader incentives, teacher incentives, etc.; and opportunities exist for extended and remedial learning, i.e. tutoring, credit recovery and ACT prep classes, etc. She noted that the scholastic audit cited professional development as the greatest need for improvement, so this was one of the main focuses this past school year. She said teachers were afforded professional development opportunities through job imbedded professional development, professional learning communities, on-line resources, etc., and the entire faculty participated in professional learning communities sponsored by LINCS every other week throughout the school year. Also, she reported student attendance improved from 89.572% to 90.585%. Recommendations in this area include a culture of high expectation, a positive behavior support program for encouraging and recognizing students systematically for improvement, establishment of a 9th grade mentor advisory program in which 9th grade students are assigned to a faculty mentor who will advise, monitor, track, meet with and encourage students throughout the year. Third, in the area of efficiency, which targets leadership, organizational structure and planning, the leadership has been receptive and open to recommendations from the Department of Education, and administration has acted in a definitive manner to direct and support overall school improvement efforts. In the area of efficiency, Ms. Smith stated it is recommended that administration continue to monitor and ensure teachers are consistently aligning their instruction with state standards and to research effective practices. She also stated it is recommended that the principal or his designee provide followup feedback and support to teachers in this area. Ms. Smith also recommended that the administration ensure the teachers are collaborating regularly and systematically through professional learning communities, department meetings, committee meetings, etc. to examine student work and plan for improvement in instruction. She added that based on the data at this time, which is not complete, it is projected that the school will show gain on overall test scores, and she believes if the school continues in the direction it is now going, we will see larger gains in the future.

Terri Weber, D.E. for Bethune Middle Academy, shared with the board that the data in her presentation is from September through May, 2007-2008. Regarding objective one, curriculum, Ms. Weber stated the school is commended that objectives were posted in classrooms 92% of the time and activities were appropriate 86% of the time. She said it is recommended that the percentage of times teachers make real world connections be increased. Relative to assessment, Ms. Weber said Bethune did conduct 100% of the scheduled periodic assessments and it is recommended that the percentage of formative data collection, informal teachers checking for understanding, be increased. Regarding instruction, Ms. Weber said that there were incremental increases in interactive instruction and it is recommended that the percentage of time teachers are not engaged with students during instruction be decreased. Also regarding the principle of students on task, Bethune is to be commended for 75-100% of the students being on task 83% of the time and it is recommended that the percentage of time fewer than 75% of the students were on task be decreased. Ms. Weber reported that regarding culture, teachers had clear expectations for behavior and there appeared to be mutual respect between teachers and students 77% of the time. She said it is recommended that positive teacher feedback be increased. She added that given assessment data regularly conducted and the data drives practiced, she asked that Bethune consider moving students in and out of prescriptively targeted content specific intervention clinics to be conducted by support staff, reading specialists, math and literacy coaches during the school day and materials test formatted in levels starting with the students reading ability and then moving them to grade level. She said data taken from the assessments, which mirror the LEAP and iLEAP, must be shared with all stakeholders after each periodic assessment to give Bethune the ability to review incremental data to predict growth long before students take the actual test.

Ms. Phelps asked if the percentage of turned in lesson plans has increased from 43.5% to 83%, is there a reason why they were not turned in on time? Ms. Smith noted that teachers stated they were not able to get everything done and get the hard copies run off on time. She added this has been addressed and it has been worked out where teachers can email their lesson plans which has facilitated speeding up the process and for teachers to get them turned in. Ms. Phelps asked if the email capability was not previously in place? Ms. Smith explained she believes the capability was there, but it was not being used. Ms. Phelps asked if this is something that will be noted on evaluations in the future because of the importance of lesson plans? Ms. Smith responded this will be monitored weekly and teachers will be contacted and the matter addressed with those teachers not turning them in on time. Mr. Rachal asked if the 17% is the same teachers?, and Ms. Smith said it's not always the same teachers. Mr. Rachal inquired about the

evaluation process for addressing those teachers who are not turning them in or addressing it properly? Superintendent Gunn explained there is a section on the teacher observation form that addresses lesson plans. She said the teachers at BTW are being asked to turn in their lesson plans a week ahead of time so administration can ensure their plans are aligned with the GLEs they need to be teaching.

Mrs. Bell asked if lesson plans are not an automatic? Mrs. Gunn said the board policy says every teacher must have a written lesson plan, but it does not say it is to be turned in a week ahead of time. They are recommending that the lesson plan be turned in a week ahead of time in an effort to get a jump start on looking at the lesson plans and make certain they are aligned with the GLEs. Mrs. Bell asked if it is possible the board can make a policy that lesson plans need to be observed by the leader of the school? Mrs. Gunn stated that it is in policy that principals, assistant principals and instructional coordinators check daily lesson plans.

2007-2008 Annual Report. Superintendent Gunn shared with the board that she is pleased to present the 2007-2008 annual report highlighting the major achievements of the schools, students and staff. A printed copy of the annual report was distributed to each board member and a video of the accomplishments was shown to the board and audience. Mrs. Gunn shared with the board those objectives, i.e. teacher recruiting, professional development, maintaining school buildings, that will always be ongoing. She said that despite the challenges such as the Louisiana Accountability Program and the administrative transition, the staff has been dedicated and focused in providing leadership and support to schools for the students. She said the key to the success has been consistency in remaining loyal, dependable and faithful to the 43,300 students in Caddo's 75 schools. Mrs. Gunn thanked the board for the opportunity to serve the school district and for the support given during the interim period. She said Caddo has some of the best and brightest employees in a school system found anywhere, from teachers to building administrators, support employees and central office staff. She added that the employee organizations, the PTA and many community partners have also been very supportive. The video portion highlighted the accomplishments in the four divisions of the Caddo School District with staff members summarizing the activities and successes in each of these areas that were beneficial in reaching the goals approved by the board. A copy of the written 2007-2008 Annual Report is attached and made a part of the permanent file of this meeting.

VISITORS

Louis Cook, principal of Northwood High School, thanked the board for the new state-of-the-art gymnasium and best high school track in the state and spoke in support of naming the new gymnasium after Dr. Powell Layton and the football stadium for Coach Jerry Burton. Mr. Cook shared with the board Dr. Layton and Coach Burton's involvement in and history with Northwood High School and that the community, faculty, administration, students, all support recognizing the contributions of these two gentlemen by naming these two Northwood High School facilities in their honor.

Marby Barker also spoke, as a parent of three Northwood alumni and on behalf of the faculty and parents, in support of naming these Northwood High School facilities in honor of these two gentlemen who have made an impact on her life personally and in the lives of countless numbers of people in the Northwood-Blanchard community.

Nancy Nix, teacher at Caddo Middle Magnet, addressed the board in support of the recommendation for the new principal at Caddo Middle Magnet. Mrs. Nix thanked Central Office for the process followed in seeking a new principal for Middle Magnet in getting input from the faculty, staff and community on qualities they would like to see in the next principal at Middle Magnet. She said she believes the recommendation before the board is the person that can lead Middle Magnet forward with a vision to remain the number one middle school in the State of Louisiana. She also noted this person knows Middle Magnet, he taught at Middle Magnet, and he learned administration at Middle Magnet. She encouraged the board to unanimously support Louis Cook as the new principal at Caddo Middle Magnet.

Scott Hughes, Alliance for Education, thanked Interim Superintendent Wanda Gunn for the outstanding job she has done in leading the district as the interim superintendent. He said despite everything, he believes when test scores come out in the fall, we will see it was a very good year. Mr. Hughes shared with the board that there are those in the community who want to assist the

board in the difficult task of naming a new superintendent, believing all three of the candidates being considered are qualified to be Caddo's Superintendent. He also reported on a community team put together to travel to Dallas-Ft. Worth and Saginaw to look at them from the community side.

Frederic Washington addressed the board on their decision to name someone to lead the school district and suggested that the board be 100% in agreement and that the board members individually are active in the communities each represents. He said he realizes, and believes it is sad, that there are numerous teachers and students in the district that do not know who represents their school and communities and challenged each board member to hold community forums in their districts or to visit each school in individual districts. Mr. Washington stated that according to research, controversy surrounded a particular candidate because of his inability to effectively staff the school district with vital positions and he asked the board to remember that one challenge Caddo faces is a shortage of instructors in a number of the schools and encouraged the board to select an individual who has the answer to this problem. He said it is important to consider if there are candidates with controversial issues in their past, as we do not need to add to the challenges the district is already facing. Mr. Washington also stated he believes it is extremely imperative to consider that the future leader of the district must be a versatile individual, that they must have an optimistic approach to every challenge in the school district and closing schools that are very important to every community and converting all our schools to magnet schools is not the answer. He said this will only create future problems with test scores, budget and enrollment. He also noted his belief that rationality is one important factor in turning schools around and the communities do play a very active role in the schools. He encouraged the board to please consider the candidates commitment to their communities as well, because we can have the best school board members, the best administrators, and the best teachers; but if we don't have the support of the community, we will not move forward.

Cedric Choyce, president of the Caddo Association of Educators, shared with the board his observation of the candidates for Superintendent of Schools and urged the board to take advantage of the opportunity to select an outstanding individual for Caddo's Superintendent. He said he observed there was an individual that upon his arrival in Shreveport captured the admiration, respect, hope and excitement to all who met him. He said the possibility of this man becoming Caddo's leader has generated a buzz in all of Caddo and he has certainly distinguished himself in his present position. Mr. Choyce noted his community service, faith, military service, innovative approach to education, leadership style, and dedication to students, and he believes Caddo has a once-in-a-lifetime opportunity to soar to great heights. He shared with the board comments and conversations with administrators, board members, and community leaders and asked the board to come together in a way that the public has said it cannot do and unanimously appoint this qualified, capable, enthusiastic individual as Caddo's Superintendent. Mr. Choyce also stated that if the board cannot reach this consensus, he wants to offer his resume' and stated highlights of his career to include serving as superintendent in another state with many scandals and much corruption, with people going to prison, but he didn't; being compensated over \$500,000 the last year there; became employed by a company that sold his district over \$10 million in worthless education programs with his urging; and now he is ready to take Caddo to new lows and promised if he is selected, the board will not be sorry, but everyone will.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, shared with the board the question as to what State Legislators were thinking when voting to double their pay. She said she understands this is part of Governor Jindal's agenda in passing voucher legislation for New Orleans, and using \$10 million of public funds for private and parochial schools that are already inundated with all manor of Choice schools and which already receive millions of dollars more in per pupil expenditures than other public education students. She said she believes this government has a different definition for reform from anything ever seen before and asked the board to join them in encouraging the Legislature to invest their new pay raise well for the next three years. She also reported that as a result of Legislative action, Caddo can expect an increase of more than \$9 million over last year's MFP, and Caddo will receive enough funds to give all teachers a \$1,019 pay raise, with a \$1,000 one-time bonus for support personnel still in the Legislative process. She also reported that the Louisiana Legislature approved a support employee extended sick leave which mirrors that of teachers and bus drivers which will supplant the recent policy passed by the Caddo School Board. Mrs. Lansdale noted that while all this is subject to the Governor's signature, the local School Board members were encouraged to not delay in evaluating it's pay structure, the salary schedules and policies, to ensure that the Board's

intent is realized and that what the Board proposed is fairly and equitably implemented. Regarding the superintendent search, Mrs. Lansdale stated that the Federation will be part of the community group traveling to Dallas-Ft. Worth and Saginaw, Michigan and they hope to secure someone for Caddo that has a sense of community and noted that the interim team in place has set the field for just that type of candidate. She said she hopes that the next Superintendent will see the value in celebrating the things we do well, while addressing those that need correction, and that we are at our best when these things are done together.

Betty Jordan, principal of the Bethune 6th Grade Academy, addressed the board in support of renaming the Bethune 6th Grade Academy to the O.S. Tyler 6th Grade Academy. She explained that since the 6th grade was separated from Bethune Middle School and since she became the principal of the 6th Grade Academy, she said there were numerous times that mail and supplies were misdirected causing many problems, including missing timelines. Mrs. Jordan said the parents and staff of the Bethune 6th Grade Academy support renaming this school in honor of Mrs. Ollie S. Tyler, who was the originator of the 6th Grade Academy. She asked the board to consider honoring someone who has done a lot for Caddo Parish serving as a teacher, assistant principal, principal, director, Deputy Superintendent and Superintendent and to do so while she is living so she is aware of this honor.

CONFIRM THE CONSENT AGENDA

Mr. Burton noted that the recommendation for termination is being pulled as the employee has resigned and also that Item 9.04 “Review of Elementary and Middle Magnet Schools Policies” is being postponed until the superintendent brings answers to questions.

As a point of personal privilege, Mr. Guin thanked the board for placing the items to rename the gymnasium and football stadium on consent and he recognized Dr. Powell Layton and Coach Jerry Burton, for whom these two Northwood High School facilities are being named. Mr. Guin shared with the board and audience the influence these two gentlemen have had on his life personally as well as many others. Mr. Guin also noted that the process for renaming these two facilities began in January with Legislative approval being a part of that process. He announced he worked with Representative Jim Morris to introduce House Bill 1164 which would allow local school boards, without Legislative approval, the authority to name athletic facilities after living persons. He reported this passed the House last week and expressed his appreciation to Representative Morris and Senator Lydia Jackson, who spearheaded this legislation through the Senate, and which passed the Senate on Monday with a unanimous vote. He said in speaking with Governor Jindal, he was informed it should be signed into law by the end of the week.

Mr. Guin moved, seconded by Mrs. Hardy, to confirm the consent agenda (Items 4.01, 7.01-7.04, 8, 9.02-9.03, 9.07-9.13, and 9.15-9.17). Vote on the motion carried unanimously. The following is a summary of the board’s action on items categorized as the consent agenda.

Item No. 4

4.01 Update on Bethune and Other AU Schools. The board approved the official Memorandum of Understanding between the Caddo Parish School Board and the State Department of Education for Bethune Middle School as submitted in the mailout.

Item No. 7

7.01 Personnel Recommendations. Per request from the superintendent, Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following board-approved personnel appointments: Kialyn Thrower, counselor, Captain Shreve High School; Felicia Morales, counselor, Fair Park High School; Veronica Douglas, counselor, University Elementary; Amanda Martinez, counselor, Southern Hills Elementary School; Louis Cook, principal, Caddo Middle Magnet School; Cooper Knecht, elementary director; and Kimberly Capers, Homeless Liaison. These appointments will receive the appropriate salary as reflected by the CPSB Salary Schedule applicable to the position to which they are appointed. Family, friends and school administrators present were also introduced.

7.02 Requests for Leaves. The board approved the following requests for leaves as recommended and submitted by the superintendent in the mailout.

CertifiedLeave without Pay, August 1, 2008-May 30, 2009

Rehneen A. Morgan, Teacher, Bethune Middle Academy

Catastrophic Leave, April 23, 2008-May 23, 2008

Fred Johnson, Teacher, Westwood Elementary, 19 years

Catastrophic Leave, May 2, 2008 – May 22, 2008

Mattie Vann, Teacher, J. S. Clark Middle, 17 years

Sabbatical Leave (Study), Fall Semester 2008

Doug Shoumaker, Psychologist, Special Ed Center, 16 years

Laura E. Douget, Teacher, Arthur Circle Elementary, 12 years

Stephen McDowell, Teacher, Southwood High High, 32 years

Sabbatical Leave (Study), Fall Semester 2008-Spring Semester 2009

Karen Phillips, Teacher, Keithville Elementary/Middle, 7 years

Marby S. Barker, Assistant Principal, Northwood High School, 24 years

Larry P. Chandler, Teacher, Oil City Elementary, 21 years

Nina Brown, Teacher, Walnut Hill Elementary/Middle, 9 years

Lydia Gunn, Teacher, Caddo Middle Magnet, 9 years

ClassifiedLeave Without Pay, August 1, 2008-July 1, 2009

Wendy Sapp, Teacher's Aide, Oil City Elementary, 6 years

Leave Without Pay, August 25, 2008-May 29, 2009

Sharon Ayer, Teacher's Aide, Riverside Elementary, 17 years

7.03 Other Personnel Transactions Report (Hiring, Assignment Changes, Separations & Resignations).

The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of April 26, 2008-May 23, 2008 as submitted by staff.

7.04 Renewal of Promotional or Administrative Appointment Contracts. The board approved the renewal of promotional or administrative appointment contracts as recommended by the superintendent and included in the mailout.

Item No. 8

8.01 Bids. The board approved the following bids as recommended by staff and as indicated on the bid tabulation sheets: (1) Blue Bell Creameries, totaling \$69,720.00 and Foremost Dairy, totaling \$2,595,259.00 for the purchase of milk and dairy products; (2) Flowers Baking, totaling \$212,110.00 for the purchase of bread and bread products; (3) Foremost Dairy, totaling \$355,500.00 for the purchase of fruit juice; (4) Magee Enterprises, Inc. totaling \$82,399.00 for the purchase of classroom management software; (5) reject all bids for rebuilding bus engines; (6) Kincade Recreation, totaling \$102,832.00 for the purchase of playground equipment; and Dell/ASAP Software, totaling \$103,444.00 for the purchase of desktop management software. The board also approved all Louisiana School Boards to "piggyback" on CPSB Library Book Bid (#40L-08) with Follett Library Resources as requested.

Item No. 9

9.02 Resolution Approving the Louisiana Compliance Questionnaire. The board approved adoption of the Louisiana Compliance Questionnaire as recommended by staff and included in the mailout.

9.03 AT&T High School Success Special Grants Program. The board approved the AT&T Foundation High School Success grant proposal as recommended by staff and submitted in the mailout.

9.07 Renaming of the Football Stadium at Northwood High School to the Jerry Burton Stadium. The board approved waiving any procedural requirements and renaming the football stadium at Northwood High School to the Jerry Burton Stadium subject to the Legislature removing any impediments in naming a public facility after a living person.

9.08 Renaming of the Northwood Gymnasium to The Powell Layton Northwood High School Gymnasium. The board approved waiving any procedural requirements and renaming the Northwood Gymnasium to The Powell Layton Northwood High School Gymnasium subject to the Legislature removing any impediments in naming a public facility after a living person.

9.09 Naming of Walnut Hill Gymnasium. The board approved the Caddo Parish School Board to begin the process of naming the Walnut Hill Elementary/Middle School new gymnasium in honor of Albert Hardison.

9.10 Renaming Bethune 6th Grade Academy. The board approved the Caddo Parish School Board to begin the process of renaming Bethune 6th Grade Academy to the O.S. Tyler Sixth Grade Academy.

9.11 Revision to CPSB Policy EEAD – Field Trips. The board approved the proposed revisions to CPSB Policy EEAD (Field Trips) to include Sheriff’s Safety Town, Multicultural Center, Robinson Film Center, BizCamp and A-HEC of a Summer as recommended by staff and included in the mailout.

9.12 Dress Code Policy Proposed. The board approved the proposed revision to the Dress Code Policy as submitted in the mailout.

9.13 Authority to Sell Ferry Creek School Property. The board authorized staff to advertise for sell an approximately one-acre tract located in North Caddo Parish on Ferry Creek School Road.

9.15 Interim (GAP) Independent Contractor Agreement. –The board approved the Interim Independent Contractor Agreement with Dr. Robert March providing technical assistance on the development of an Intensive Corrective Action Plan for Special Education as submitted in the mailout.

9.16 University of Virginia Program. The board approved travel funding for community partner Ann Stokes to participate with the Caddo Parish District Team in the Executive Leadership Conference at the University of Virginia as submitted in the mailout.

9.17 Approval of Wiener, Weiss and Madison to Review CPSB Property Leases. The board approved up to \$6,500 for Wiener, Weiss & Madison to review CPSB property leases and report back to the board the status of the leases.

READING SPECIALIST PROPOSAL

Mrs. Bell moved, seconded by Mrs. Hardy, to approve hiring reading teachers to fill the slots that cannot be filled with reading specialists so schools will receive support during the upcoming year while the training program is taking place. Mrs. Bell stated that this is what the board asked for these schools and she encouraged the board to support this so we can move forward.

Ms. Phelps asked staff if, by using some of the reading teachers to fill these slots, we will be in a crunch to replace these reading teachers? Mrs. Gunn stated that she doesn’t believe we will because most of the ones we are having trouble filling are at the middle and high school levels because they must have a Master’s Degree and certified in ELA. Ms. Phelps said she understands this, but in replacing these positions with reading teachers from schools, do we have a list of reading teachers waiting to fill these? Mrs. Gunn responded that the Human Resources Department will be traveling abroad in an effort to get certified teachers in Special Education, English Language Arts, Math and Science. Mr. Burton noted these are questions that could be answered by making a phone call to staff. Ms. Phelps responded she wants the record to reflect her concern since we have had a shortage of teachers and she wants to make sure Human Resources has looked into this as these are Core subjects, and also, in filling these positions with the reading teachers, these are new Reading Specialists. Ms. Phelps asked how many reading teachers will this be? Mrs. Gunn said 20 and all of them will not be reading teachers. Ms. Phelps asked if we advertised outside Caddo for these reading specialists? Mrs. Holliday responded it was posted on the website just as all vacancies are posted. Ms. Phelps asked if any reading specialists outside Caddo applied? Mrs. Holliday explained she did not bring the list with her, but there were some outside applicants, persons not already employed. Ms. Phelps

asked if any of them were hired? Mrs. Holliday stated that she would need to look at the recommendations as she does not have that information off the top of her head, but can provide her with that information. Again, Ms. Phelps asked if she did not know that anyone outside the district who was already a reading specialist was hired as this is a crucial area? Mrs. Holliday explained that she would need to look at the list to see what the recommendations were that came in, because they allowed the principals to conduct the interviews in addition to the other staff members, and she would need to look at the individual lists. She added that most of the ones placed have been at the elementary level, because we do not have enough certified middle and high school applicants as they must be certified and highly qualified in English as well as having reading specialist certification and most of the reading specialists are elementary certified persons. Ms. Phelps said she is asking if any were hired and Mrs. Holliday responded that she will be glad to provide that information.

Mr. Ramsey moved, seconded by Mrs. Armstrong, to call for the question. Vote on the motion to end debate carried with Board members Crawley and May opposed and Board members Guin, Hardy, Burton, Phelps, Priest, Rachal, Ramsey, Armstrong and Bell supporting the motion.

Vote on the motion carried unanimously.

APPOINTMENT OF OFFICIAL JOURNAL

Mr. Ramsey moved, seconded by Mrs. Bell, that The Times be appointed the official journal for the 2008-2009 year as recommended by staff and submitted in the mailout. Vote on the motion carried unanimously.

DISCIPLINE REVIEW COMMITTEE RECOMMENDATIONS

Mrs. Bell moved, seconded by Mrs. Crawley, to approve Recommendations 1-5 as revisions in the 2008-09 Blue Book as recommended and that Recommendation No. 6 be revisited by the Discipline Review Committee as soon as this committee is in place and as a priority. Vote on the motion carried unanimously.

TELEVISIONING CPSB MEETINGS

Mr. Ramsey moved, seconded by Mr. Rachal, to authorize staff to bid the technical equipment needed to televise the Caddo Parish School Board meetings, with the General Fund being the funding source, and that staff be authorized to transition a current vacant position from the Purchasing Department to the Information Technology Department as submitted in the mailout. Mr. Ramsey stated his appreciation to the staff for the work done in assembling the information. He explained that the cost, estimated to be approximately \$70,000, is going up because a decision was made to use the best available digital equipment and he believes the bids may not come in that high, but we will not know that until we bid it and receive responses. Mr. Ramsey said in addition to board meetings, this equipment will also be used in training, special events, special recognitions, and will allow us the ability to archive the meetings for future playback when needed. Regarding staffing, he said that it is indicated there will be no additional cost and he believes this position would be staffed whether or not the board approves to move forward when receiving the bids. He added that his motion is only asking that staff be allowed to proceed with the bidding process so we can get an actual cost before moving forward with approving the bid. Mr. Rachal stated his understanding that we are now approving part of the process to be able to televise the board meetings, but he supports this tool to help communicate with the community and it is well overdue. He added that he believes people will enjoy and appreciate being able to see what the board does and how it is done and asked the board to support this motion. Ms. Phelps asked if there is a yearly cost to televise the meetings from Comcast? Mr. Ramsey said he believes the time is donated and asked staff to verify this? Mr. Brown responded that is correct. Ms. Phelps asked why is it necessary to specify the funding source as General Fund and if a different funding source can be looked into, i.e. Technology? Mr. Ramsey said it's the staff's recommendation. Ms. Phelps asked Mr. Brown if we could possibly look at other funding from technology as we continue to prepare this? Mr. Brown responded that at the time the board adopted the budget, this item was not in the Information Technology budget, thus he does not have funds allocated for this. Ms. Phelps said she knows, but asked if it is possible to look at funding from Technology as we proceed through the process and not just designating the funds from General Funds at this time. Mr. Brown stated that he is not certain how the question

is differing from his answer. Ms. Phelps said she knows it was not budgeted, but asked if the funds are available? Mr. Brown responded that he does not have the funds. Ms. Phelps asked if we will be getting funds from technology for 08-09 school year? Mr. Brown said yes, but that budget is already been set and this is not a part of that budget. Ms. Phelps again stated that her question initially is can we continue to look for funding for some of the expenses for this item? Mr. Brown said the only place he knows to look is General Fund.

Vote on the motion carried with Board members Crawley and May opposed and Board members Guin, Hardy, Burton, Phelps, Priest, Rachal, Ramsey, Armstrong and Bell supporting the motion.

AUTHORIZE STAFF TO PREPARE A RFP IN ORDER TO SOLICIT PROPOSALS FOR AN UPDATE OF THE ARTHUR ANDERSON JOB EVALUATION AND COMPENSATION PLAN AND FREEZING OF THE ACTIONS OF THE POSITION EVALUATION COMMITTEE

Mrs. Bell moved, seconded by Mrs. Hardy, that staff create an RFP in order to solicit proposals for an update of the Arthur Anderson Job Evaluation and Compensation Plan, that the RFP be brought back to the board for approval, that staff contact the Council of Great City Schools to solicit a proposal and that the action of the Position Evaluation Committee be frozen and no new position be created or upgraded without CPSB approval until the study is updated. Vote on the motion carried unanimously.

SUPERINTENDENT SEARCH

Burnadine Moss Anderson, staff liaison to the board for the superintendent search, reported that travel teams are in place to begin making on-site visits of the candidates. She stated that the timeline calls for the visitation teams to report back to the board and receive information on background checks during a special called meeting June 24th. Also at this time the timeline calls for the board to select finalists for negotiation and the negotiations will occur on Tuesday and Wednesday, June 25th and 26th, and a special called meeting on June 27th to select and announce a superintendent. Mr. Burton announced that the meeting on June 24th will be at 4:00 p.m. and the meeting on June 27th will be at 3:00 p.m. Mrs. Anderson stated that the board attorney has advised staff that a public notice will need to be given for the Executive Committee to conduct an executive session on the 25th and 26th for the purpose of negotiations.

Ms. Phelps asked Mrs. Anderson to brief the board on whether or not the candidates had any input on who the board members traveling needed to talk with? Mrs. Anderson responded that staff has worked very closely with the consultants in depending on them to guide us through the process of what will happen when board members are traveling to other districts. She said it is a combination of activities in that some board members may have requested that we help make some of the arrangements, and during their visits to Shreveport, references were made as to different individuals in the various communities. She said this was done so that when board members are on-site, they will have some pre-arranged visits to make; however, additionally, board members traveling will conduct some exploratory work on their own and cited the example of everyone having networks in the community, i.e. professional organizations, and the board may find through these their colleagues who hold comparable positions in these communities. Mrs. Anderson also explained that the board president and board members have received phone calls from media representatives, which is a natural contact in the communities. She said those traveling will meet people in person, they will speak to those who were pre-determined and phone calls will also be made. She said she also believes the teams will see the finalists, but will not be involved in interviews with anyone in the community. Ms. Phelps stated that she wants to know if the candidates gave specific names of those to contact. Mrs. Anderson explained it went through the consultants, but quite naturally, they would provide us with specific names of those we would want to talk with, i.e. contacts with employee organizations. Ms. Phelps asked specifically about Dallas-Ft. Worth and the fact that candidates are not in current superintendent positions and if board members will make contact with those relative to their current positions or will they go back to the school district positions? Mrs. Anderson explained that a combination of things could happen and that is they will have available to them names of board members that served with them as superintendent, those who are still working in the district, retired persons, parents, PTA representatives, etc. Ms. Phelps said she is asking

about this process as she had been unable to explain what would be taking place in making these contacts.

ANNOUNCEMENTS AND REQUESTS

Mr. Burton announced that he would like staff to look into a possible change in the transportation for Choice students.

Dottie Bell recognized a student at Southern University who is present at the meeting and has been interested in attending the board meetings. Mr. Burton announced that she is in one of his classes.

Adjournment. *Mrs. Crawley moved, seconded by Mrs. Hardy, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 6:35 p.m.*

Wanda Gunn, Interim Secretary

Willie D. Burton, President

June 24, 2008

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at 4:00 p.m. on Tuesday, June 24, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Phillip Guin, Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present was Wanda Gunn, interim secretary, and Reginald Abrams, legal counsel. Mr. Rachal led the prayer and Pledge of Allegiance.

President Burton announced that the purpose of today's meeting is for the board to go into executive session for the purpose of hearing travel reports and background checks and to determine the finalists for negotiation for Superintendent of Caddo Schools.

Executive Session. *Mr. Guin moved, seconded by Mrs. Hardy, to go into executive session for the purpose of hearing background checks and travel reports. Vote on the motion carried unanimously and the board went into executive session at approximately 4:10 p.m.*

The board reconvened in open session at approximately 5:25 p.m. President Burton announced that the charge is to decide whether to maintain three candidates for negotiation or vote for two candidates for negotiation.

On behalf of the board, Lillian Priest expressed appreciation to the board members who traveled to Dallas-Ft. Worth and Saginaw for carrying out the duties asked by the board and for bringing to the board the complete and thorough report on their findings. Mrs. Hardy echoed this appreciation.

Mr. Rachal moved that the CPSB select two candidates for negotiations. The motion died for lack of a second.

Mrs. Crawley moved, seconded by Mrs. Bell, that the CPSB negotiate with all three candidates. Mr. Guin called for a point of order and that there is no need for a motion to negotiate with the three because we have the three candidates. Mr. Burton ruled the point of order correct and announced the following schedule for negotiations: Wednesday, June 25th from 1 p.m.-5 p.m. and Thursday, June 26th from 11:30 a.m. – 1:30 p.m. Mrs. Anderson announced staff will contact the candidates immediately following today's meeting and determine a schedule for negotiations.

Mr. Burton announced that the Executive Committee will meet and go into executive session for the negotiations and if any board member has questions they wish asked to please present them to the board attorney.

Adjournment. *Mr. Ramsey moved, seconded by Mrs. Hardy, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 5:32 p.m.*

Wanda Gunn, Interim Secretary

Willie D. Burton, President

June 25, 2008

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in special session in the Superintendent's Conference Room, at 1961 Midway Street, Shreveport, Louisiana, at approximately 1:00 p.m. on Wednesday, June 25, 2008 with President Willie Burton presiding and Bonita Crawford and Lillian Priest present being a quorum. Other school board members present were Lola May (arrived at approximately 2:00 p.m.), Larry Ramsey, Ginger Armstrong and Dottie Bell. Legal Counsel Reginald Abrams and Mrs. Burnadine Moss Anderson were also present. Ms. Priest led the invocation and Pledge of Allegiance.

President Burton announced that the purpose of the special session of the Executive Committee is to go into executive session to negotiate contracts between the three candidates with members of the executive committee and board attorney.

Ms. Priest moved, seconded by Mrs. Crawford, to go into executive session to negotiate with three candidates for the position of Superintendent of Schools. Vote on the motion carried and the executive committee went into executive session at approximately 1:05 p.m.

The executive committee reconvened in open session at approximately 5:00 p.m.

Adjournment. *Ms. Priest moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 5:00 p.m.*

Wanda Gunn, Interim Secretary

Willie D. Burton, President

June 27, 2008

The **Caddo Parish School Board (CPSB)** met in *special session* in its office at 1961 Midway Street, Shreveport, Louisiana at 3:00 p.m. on Friday, June 27, 2008, with President Willie D. Burton presiding and the following school board members present being a quorum: Phillip Guin, Eursla D. Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Legal Counsel Reginald Abrams, staff and other visitors. Lillian Priest gave the invocation and led in the Pledge of Allegiance.

The president stated the purpose for the special session is to select a new superintendent of schools. Board Attorney Reginald Abrams reported that the executive committee, along with other members of the board, negotiated with the candidates for finalist for Superintendent of Caddo Schools. He announced that a draft contract was provided to each board member at the last meeting and he shared the specific changes made by the individuals in the negotiations, providing the redrafted contracts and specifics as follows in alphabetical order: (1) Dr. Gerald Dawkins has requested a 3-year contract, a salary of \$197,000, with a \$5,000 salary adjustment after 6 months, an August 11, 2008 start date, with the ability to come earlier to help with the transition, and travel expenses and possible per diem for work done in the interim (also requested by the other candidates, but is not at the present time a part of the contract). Dr. Dawkins has also requested an annuity provision different from what is in the original contract (\$3,000 payment provision for life insurance or up to \$3,000 for an annuity) and because his current employer pays for his medical insurance and we do not have the capability or ability to do what he has requested, it is believed it would be in the best interest to make it up in salary and he agreed to increase the annuity to \$6,000 instead of \$3,000. He has also requested 25 vacation days, plus two additional personal days, for a total of 27 days (the original contract had 20 days), and moving expenses associated with the move (which will be included in all the other contracts as well). (2) Dr. Herman Smith requested a 3-year contract to begin July 7, 2008, and a \$199,000 salary, plus a 3.5 percent salary increase after 6 months (\$6,965). He also asked that the board approve the possibility of him doing some teaching. Everything else in his contract is pretty much standard including the bonus provision and 20 days vacation time. (3) Dr. Thomas Tocco is requesting a 2-year contract beginning August 11, 2008, and a salary of \$180,000, with no bonus provision in the contract. He also asked for 30 vacation days the first year and 20 days the year after. Other than these provisions, his contract is basically the same as the other contracts with no requested salary increase after six months; thus his salary would remain stable at \$180,000 unless the board addresses this the next year by a vote of the board.

Mrs. Bell moved, seconded by Mrs. Crawley, that Dr. Gerald Dawkins be appointed and employed as Caddo Parish superintendent of schools on the terms and conditions provided in the contract negotiated by the board's negotiating committee; and, further that the Caddo Parish School Board authorize, empower and direct the president of the CPSB to execute the contract. Vote on the motion carried with Board members Guin, Crawford, Rachal and Ramsey opposed and Board members Hardy, Burton, Crawley, May, Phelps, Priest, Armstrong and Bell supporting the motion. President Burton announced that Dr. Gerald Dawkins is the new superintendent.

Ms. Priest moved, seconded by Mrs. Hardy, for a unanimous vote on the new superintendent and contract. Vote on the motion carried with Board member Crawford opposed, Board members Rachal and Ramsey abstaining and Board members Hardy, Burton, Crawley, May, Phelps, Priest, Armstrong and Bell supporting the motion. Mr. Guin was absent for the vote.

Adjournment. *Ms. Priest moved, seconded by Mrs. Hardy, for adjournment and vote on the motion carried unanimously.* The meeting adjourned at approximately 3:20 p.m.

Wanda Gunn, Interim Secretary

Willie D. Burton, President

July 15, 2008

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at approximately 4:30 p.m. on Tuesday, July 15, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Interim Superintendent Wanda Gunn and Legal Counsel Reginald Abrams. Mr. Ramsey led the prayer and Pledge of Allegiance. Mr. Burton announced that Mr. Guin and Mrs. Hardy are out of town.

CONSIDERATION OF MINUTES OF THE JUNE 9-12, 2008, JUNE 17, 2008, JUNE 24, 2008, JUNE 25, 2008 AND JUNE 27, 2008 CPSB MEETINGS

Mrs. May moved, seconded by Mr. Rachal, to approve the minutes of the June 9-12, 2008, June 17, 2008, June 24, 2008, June 25, 2008, and June 27, 2008 CPSB meetings as submitted. Vote on the motion carried unanimously.

ESTABLISH THE AGENDA AND CONSENT AGENDA

Mr. Burton announced that Items 7.02-7.04, 8.01, 9.01-9.04, 9.07-9.08, and 9.11 are the consent agenda. He announced that Item 9.09 "Proposed Revision to CPSB Policies GCO and GCCA" and Item 9.10 "Proposed Caddo Parish Schools Job Descriptions" are postponed until the August 19th meeting. Mr. Burton also announced that the Tenure Hearing for a Tenured Teacher is postponed until August 26th at 4:00, with that being the only item on the agenda.

PRESENTATIONS AND RECOGNITIONS

Report by School Board's Bond Counsel Concerning Bond Ratings, Potential Refinancings and Other Matters. Grant Schlueter, attorney with Foley, Judell, bond attorneys, shared with the board that the CPSB historically has had one of the highest bond ratings in the state and how important it is to maintain these ratings. He stated that Moody's rating is in the AA category and Standard and Poor's rating is still in the A category, an A+; however he believes there is good argument for Standard and Poor's to consider an upgrade to a AA rating. Also, he reported that he and Jim Lee made a comprehensive presentation to Standard and Poor's representatives in Dallas on Monday which he believes was very favorably received and a determination should be known in the next two weeks. His assessment is Caddo will likely get an upgrade to AA. Mr. Schlueter also reported that an important aspect from the meeting with Standard and Poor's was the importance of the undesignated fund balance; and if Caddo has an informal policy of a minimum 10% fund balance with a goal of attaining a 15%, and Caddo is very close to the 15%, then Standard and Poor's response is the higher credit rating of 15%. He said fund balance is also important to Moody's in order to maintain the higher bond ratings. Secondly, Mr. Schlueter reported they are constantly looking at Caddo's outstanding bond issues for possible refinancing and savings to taxpayers, and how Caddo saved approximately \$2 million to taxpayers through recent refinancing. He noted the 2001 issue and that it is not quite yet at the point where we can attain the minimum savings, but we are getting closer. He added that at a subsequent meeting a resolution will be submitted to the board for consideration allowing the School Board to attain savings at the right time. He said all the other bond issues are not candidates at this point for refinance savings levels to taxpayers.

Visitors

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on matters of concern to the Federation. She stated that as Caddo begins a new school year, they are pleased new employees will be paid within 30 days of hire as a result of board action last year. She also expressed gratitude for including in the budget \$200 for materials and supplies. She said while they are celebrating, they also are reflecting on what can be done better, i.e. it takes a principal's recommendation before a teacher can be hired and a teacher not able to get such a recommendation when the principal is not there. She said it is shocking the number of applicants and unfilled openings in limbo until principals return to work and many of those applicants choose to go to other districts. She said before we go to another country to recruit teachers, she believes it would behoove us to address our hiring practices at home and how they might be remedied. Mrs. Lansdale stated she knows principals have been approached about

extending their work year and principals have said they do not want this because it would reduce their daily rate of pay. She added she doesn't believe this was ever the board's intent and encouraged the board to take another look at this and make the necessary changes to encourage efficiency in placing highly qualified applicants in Caddo's classrooms over the summer break. Regarding employee increases, she noted the \$1,000 one time pay supplement for all classified employees and that it must be allocated no later than October. Also certified staff will receive from the state a permanent pay increase of \$1,019 and stated that these salary adjustments should be allocated as intended by the Legislature and using our current payroll program or board policies as an excuse to give higher raises to some will be met with a great deal of displeasure from classroom teachers and school board based personnel. Mrs. Lansdale also noted that the Governor included \$10 million in his executive budget to be used in the placement of teachers in hard-to-staff schools. She asked that the Federation be allowed to be a part of designing the most appropriate method for application of these funds. Mrs. Lansdale also stated she believes the budget supports a local increase and encouraged the board to look at this before the beginning of the school year; because while the \$500 permanent pay bonus at Christmas was well received, Mrs. Lansdale encouraged the board to build in further lump sums at the beginning and ending of the school year as other surrounding districts are doing. She also said they look forward to hearing the board's plans for the income from the school boards' properties in the Haynesville Shale. Mrs. Lansdale closed her comments by saying Caddo has some of the greatest public schools and that should never be diminished by the areas needing our attention.

Cedric Choyce, president of the Caddo Association of Educators, stated they are thankful the Legislature has given teachers \$1,019 more for next year and a \$1,000 supplement for educational support employees and provided the board with information on the MFP growth funds being received by all public school systems. Mr. Choyce stated Caddo is scheduled to receive \$9,580,752 in growth money of which \$4,790,886 is designated as the 50% distribution level for certified pay increases. He added in the past, this has been used to provide additional pay raises to certified personnel in Caddo Parish, and CAE is asking that the board continue this practice this year and look at the possibility of adding \$1,000 to the Legislative pay raise, providing teachers with a \$2,000 pay raise. He said he believes the board can look at placing this additional \$1,000 in the salary schedule. Mr. Choyce also presented to the board a copy of the 2007-08 Louisiana Department of Education salary rankings illustrating how Caddo compares with neighboring parishes, and highlighted several of these rankings. He said CAE is aware that for Caddo to be able to attract and retain highly qualified school employees, it is necessary to offer higher salaries for all school employees. He said the CAE realizes the board may consider this when the new superintendent arrives, but asked the board to put this on the agenda for early consideration so it will not be overlooked. He closed saying the CAE looks forward to working with the board to continue to provide all children in Caddo Parish public schools with an excellent education.

Frederic Washington, former BTW student, stated he believes one of the most preliminary actions of the local school system is to ensure that no child is deprived of a quality education and is entitled to equal learning opportunities. He said school board leaders come up with strategic plans to create public schools that offer innovative programs vital to positive student performance. He noted the phrase "Pushing from the Bottom, Pulling from the Top" and that some of the action items on today's agenda appear that we are pulling from the bottom and pushing for the top. Mr. Washington noted that in 2001 the CPSB converted Hollywood Middle School to Caddo Middle Career & Technology Center to improve overall student performance. He said it is disturbing for him to see programs such as a 6th grade technology established at a school that is already performing well academically instead of incorporating it in a middle school that offers similar concepts and has the appropriate space for students. To him he believes this is destroying the magnet concept and the only way schools will improve is to send the majority of the students to the school where they are supposed to go. Mr. Washington further stated that if we allow all 74 schools the same opportunity, then there will not be a need for magnet schools, we will not have schools with enrollment issues or schools that are academically unacceptable, and noted that Bossier does not have these problems. He said before implementing any programs for any school, he believes public research needs to be done and put on an agenda; and that in making decisions for Caddo's schools, they must be made with the rationale of the entire school district and not just one school or one community.

CONFIRM THE CONSENT AGENDA

Mrs. Armstrong moved, seconded by Ms. Priest, to confirm the consent agenda. Vote on the motion carried unanimously. The following is a summary of the board's action on items categorized as the consent agenda.

Agenda Item No. 7

7.02 Requests for Leaves. The board approved the following requests for leaves as recommended and submitted by the superintendent.

Certified

Leave Without Pay, August 14, 2008-June 1, 2009

Whitney H. Nichols, Teacher, South Highlands, 5 years

Leave Without Pay, August 15, 2008-June 1, 2009

Dianna D. Gingles, Teacher, C E Byrd High School, 24 years

Sabbatical (Medical), Fall Semester 2008 – Spring Semester 2009

Christopher Bryant, Teacher, North Caddo High School, 19 years

Sabbatical (Medical), Fall Semester 2008

Freddie Mingo, P.I. Leader, Title I, 13.5 years

7.03 Personnel Transactions Report (Hiring, Assignment Changes, Separations & Resignations). The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of May 24, 2008 through June 25, 2008 as submitted by staff.

7.04 Renewal of Promotional or Administrative Appointment Contracts. The board approved the renewal of promotional or administrative appointment contracts and to rescind the approval of the contract for Reginald Williams as recommended by the superintendent and included in the mailout.

Agenda Item No. 8

8.01 Bids. The board approved the following bids as recommended by staff and as indicated on the bid tabulation sheets: (1) IESI Corporation, totaling \$242,485.80, for refuse collection and disposal services; (2) Wastequip, totaling \$108,208.00, for front end load containers; and (3) VSA, Inc., totaling \$57,802.05, for audio visual equipment for the board room. The board also approved staff to order independent appraisals for the properties adjacent to Byrd High School.

Agenda Item No. 9

9.01 Adoption of Millage Rates for the Tax Year 2008. The board approved the following resolution adopting the millage rates for the 2008 tax year as submitted in the mailout.

RESOLUTION NO. 1

BE IT RESOLVED, by the Caddo Parish School Board of the Parish of Caddo, Louisiana, in a public meeting/hearing held on July 15, 2008, which meeting/hearing was conducted in accordance with the Open Meetings Law and the additional requirements of Article VII, Section 23(C) of the Louisiana Constitution and R.S. 47:1705(B), that the following adjusted millage rates be and they are hereby levied upon the dollar of the assessed valuation of all property subject to ad valorem taxation within said Parish for the year 2008, for the purpose of raising revenue:

	<u>Millage</u>
Constitutional Tax	7.96 mills
Operation & Maintenance Tax	17.34 mills
Operation & Maintenance Supp Tax	11.41 mills
Technology Tax	1.27 mills
Salaries & Benefits Tax	20.45 mills
Building & Equipment Tax	6.95 mills
Renovations Tax	5.22 mills

BE IT FURTHER RESOLVED that the Assessor of the Parish of Caddo, shall extend upon the assessment roll for the year 2008 the taxes herein levied, and the tax collector of said Parish shall collect and remit the same to said taxing authority in accordance with law.

The foregoing resolution was read in full, the roll was called on the adoption thereof, and the resolution was adopted by the following votes:

YEAS: Burton, Crawley, May, Phelps, Priest, Crawford, Rachal, Ramsey, Armstrong, Bell

NAYS:

ABSTAINED:

ABSENT: Guin, Hardy

CERTIFICATE

I hereby certify that the foregoing is a true and exact copy of the resolution adopted at the meeting/hearing held on July 15, 2008, at which meeting a quorum was present and voting.

Shreveport, Louisiana, this ___ day of _____ 2008.

/s/Wanda Gunn

Wanda Gunn, Interim Superintendent

9.02 Adoption of Other Authorized Millages. The board approved the following resolution adopting other authorized millages as submitted in the mailout.

RESOLUTION NO. 2

BE IT RESOLVED, that the following millages(s) are hereby levied on the 2008 tax roll on all property subject to taxation by the Caddo Parish School Board.

	<u>MILLAGE</u>
Bond & Interest Tax	7.60 mills

BE IT FURTHER RESOLVED that the proper administrative officials of the Parish of Caddo, State of Louisiana, be and they are hereby empowered, authorized, and directed to spread said taxes, as hereinabove set forth, upon the assessment roll of said Parish for the year 2008, and to make the collection of the taxes imposed for and on behalf of the taxing authority, according to law, and that the taxes herein levied shall become a permanent lien and privilege on all property subject to taxation as herein set forth, and collection thereof shall be enforceable in the manner provided by law.

The foregoing resolution was read in full, the roll was called on the adoption thereof, and the resolution was adopted by the following votes:

YEAS: Armstrong, Bell, Burton, Crawford, Crawley, May, Priest, Phelps, Rachal, Ramsey

NAYS: 0

ABSTAINED: 0

ABSENT: Guin, Hardy

CERTIFICATE

I hereby certify that the foregoing is a true and exact copy of the resolution adopted at a regular board meeting held on July 15, 2008, at which meeting a quorum was present and voting.

Shreveport, Louisiana, this _____ day of _____, 2008.

/s/ Wanda Gunn

Wanda Gunn, Interim Superintendent

9.03 Revision to 2008-2009 Budget Allocation. The board approved the revision to the 2008-2009 budget allocation adding \$5,400 to the 2008-2009 middle school literacy budget to cover

professional development stipends for Sopris West LANGUAGE! Inservices as requested by staff and submitted in the mailout.

9.04 Replacement of Designer for Bethune Field House, Project 2009-209. The board approved replacing the designer for the Bethune Field House, Project 2009-209, as recommended by staff and included in the mailout.

9.07 Renaming of Caddo Middle Magnet Performing Arts Center to the Lel McCullough Performing Arts Center. The board approved the renaming of the Caddo Middle Magnet Performing Arts Center to the Lel McCullough Performing Arts Center, pending approval from the Louisiana Legislature.

9.08 Professional Development Days. The board approved the requests for Professional Development Days as recommended by staff and submitted in the mailout.

9.11 Superintendent's Contract. The board authorized the reimbursement of Dr. Dawkins' COBRA payment in order to make certain there is no gap in insurance coverage.

PERSONNEL RECOMMENDATIONS

Mr. Ramsey moved, seconded by Mrs. May, to approve the personnel recommendations as recommended by the superintendent and included in the mailout. Vote on the motion carried with Board member Phelps opposed and Board members Burton, Crawley, May, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion. Per request from the superintendent, Dr. Mary Nash-Robinson, assistant superintendent for human resources, introduced the following board-approved personnel appointments: (1) Brenda McDonald, principal, Herndon Magnet School; (2) Frank Hendrick, assistant principal, Booker T. Washington High School; (3) Allison Thompson, assistant principal, Southwood High School; (4) Marvin Hite, counselor, Alexander Learning Center; (5) Adreinnie Odom, counselor, Summerfield Elementary School; (6) Vera Landrum, counselor, Broadmoor Middle Laboratory; (7) Rene' Morris, counselor, North Caddo High School; and (8) Dr. Cindy Frazier, interim principal at Newton Smith Elementary for the 2008-09 school year. These appointments will receive the appropriate salary as reflected by the CPSB Salary Schedule applicable to the position to which they are appointed. Family, friends and school administrators present were also recognized.

NINTH GRADE ACADEMY PROPOSAL FOR HUNTINGTON HIGH SCHOOL

Mrs. Bell moved, seconded by Mrs. Armstrong, to approve the proposal to implement a Ninth Grade Academy at Huntington High School in the 2008-09 school year. Mrs. Bell stated that as a teacher she always saw the difference between 6th graders and 9th graders and the drop-out rate. She said it is important that we do something to help our 6th and 9th graders. She noted that Huntington brought this idea forward with her support and she believes this is what we need to help our drop-out rate. Mrs. Bell added there are approximately 700 students that should be at Huntington and they are all across the district and she wants these students back. She said she believes this 9th grade academy will help in this regard and asked for the board's support. Mrs. Armstrong stated she concurs with Mrs. Bell regarding the 9th grade statistics and it is important that we continue to provide them the extra support they need at this level so they do not become a statistic on the wrong side of the fence. She encouraged the board to support the motion.

Mrs. Crawford stated that this was brought to the board in a month that we only meet one time; and while she understands it is a duplicate of Southwood's program, she asked why it wasn't presented to the board in June with the opportunity to ask questions? She said she is not against this program, but only wishes there was an additional meeting to discuss and ask questions. She asked staff about the fact that Southwood's program is designated a "pilot" program for one year, and Huntington's program does not have a time limit on their proposed program. Not knowing if the program will work or not, she asked if Huntington's program will be a one-year pilot program and re-evaluated at the end of the year? She also asked if we will hire a fourth assistant principal above the current three assistant principals or if one of the three assistants will be over the 9th grade academy?

Mrs. Gunn responded it will entail adding a fourth assistant principal over the wing that will strictly be for the ninth grade as it will be important to have someone in place to oversee this academy. Mrs. Crawford asked if it is for one year since the paperwork does not specify this? Mrs. Gunn responded it is not specified for one year. Mrs. Crawford also asked if the assistant principal will be the “principal” over the 9th grade academy and what problems could arise from the fact that we technically have two principals in one physical plant. Mrs. Gunn said this person will be an assistant principal strictly over the 9th grade academy. Mrs. Crawford asked if the motion could be amended so the Huntington proposal is a pilot program? Mrs. Bell stated her agreement with the program being a one-year pilot and shared with the board that it was because she was so impressed with the Southwood program that she met with Mrs. Gunn, staff and the Huntington representatives to bring this proposal to the board. She also said if this program works, she may ask next year to place it in all high schools, because we need to do whatever we can to help the 9th graders.

Mrs. Bell as the maker of the motion and Mrs. Armstrong as the second *agreed to insert that it will be a one-year pilot program to be evaluated at the end of the first year.*

Ms. Phelps asked Roy Thomas, director of high schools, if it is correct that the Southwood program is being financed with a grant from the state department? Mr. Thomas said it was to study the implementation of a 9th grade academy for one year. Ms. Phelps asked if this took care of expenses for the academy for next year? Mr. Thomas said it does not, but it was for 2007-08. Ms. Phelps asked if this funding came from the General Fund? Mr. Thomas responded that it is correct. Ms. Phelps asked Mr. Thomas his thoughts on this being a pilot for Southwood? Mr. Thomas said we always want to look at a pilot and look at the data, but the reality is this is a proven concept all across the nation that if you provide the support for 9th graders, you tend to lower the drop-out-rate and encourage the students to stay in school and become successful. He added that in support of 9th graders, Caddo is actually behind. Ms. Phelps asked Mr. Thomas if it is his plan to incorporate this program throughout the district? Mr. Thomas responded that is correct as all 9th graders need this. Ms. Phelps stated her position is the same and that is since we have an interim superintendent in place, we should not look at things that are not pressing until we get a superintendent. She said she is very concerned and asked if this program has been shared with Dr. Dawkins? Mrs. Gunn explained she has not specifically discussed these with him, but he has read the proposal from the BoardDocs site. Ms. Phelps stated her concern that Dr. Dawkins has not had an opportunity to approve this and he will be here for the next meeting. She added she does not have a problem with the program; however, when this was approved in May, she believes it gave them time to get their program in order for the next couple of months; and if Huntington is needing to get this in place, she is not comfortable with the superintendent not being in place with the approval.

Mr. Ramsey expressed his appreciation to Dr. Garner for her assistance in getting this 9th grade program for two of our high schools. Mrs. Bell said that since the superintendent will not begin until August 11th, she believes he is very pleased that things are being done during the interim and encouraged the board to support the motion.

Vote on the motion in support of a pilot 9th grade academy at Huntington carried with Board member Phelps opposed and Board members Burton, Crawley, May, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

RIDGEWOOD SIXTH GRADE TECHNOLOGY CENTER

Mr. Ramsey moved, seconded by Mrs. Armstrong, to approve the proposal for a Sixth Grade Technology Center at Ridgewood Middle School as submitted in the mailout. Mr. Ramsey expressed his appreciation to Mrs. Gunn, Dr. Burrow, and the staff for bringing this proposal; and while it is not necessarily a magnet component, it is a survival component. He clarified that the statistics are in the body of this powerful proposal and noted that while students have come into Ridgewood from some of the low performing schools and were forgotten, this will not happen in the future. He shared with the board dialogue relating to what is going on at Ridgewood and encouraged the board to support the motion. Mrs. Armstrong also stated her appreciation to Dr. Burrow and the staff and that she wants to continue to acknowledge and support our neighborhood schools and this is one way we can do so. She asked for the board’s support in implementing this for the students at Ridgewood. Ms. Phelps asked the superintendent about the additional counselor and Mrs. Gunn explained this counselor will work

strictly with the 6th grade. Ms. Phelps asked if the salary is different from the other counselors? Mrs. Gunn said it is not, but it is the regular school counselor salary. Ms. Phelps stated again that her position is we have a superintendent coming in place and this would have been wonderful if everyone could have been on the same page. She said we often find ourselves overstepping our boundaries at one point and they say we need to remember what our place is. She said she is uncomfortable spending the funding without someone to be held accountable since Mrs. Gunn will be back in her position and she doesn't know how much accountability will be there, thus she would have liked for this to have been approved by the superintendent. Mrs. Gunn responded she did talk with Dr. Dawkins this morning about the agenda and he asked that she relay to everyone that he is not here yet and he believes this is something the staff has done research on and he is willing to work with that. Ms. Phelps asked if that was for this program? Mrs. Gunn responded that is correct. Ms. Phelps again stated that her view is neither of these issues are pressing and we have approved a lot of things during the last six months during the interim position and she had only wished that we had looked at them differently, since we have not been this urgent with the high-priority schools.

Mrs. Crawford stated she likes the fact that the proposal detailed the research data and the projection of what this would do for the 6th graders if adopted. She challenged the staff to do the research and be pro-active in bringing programs to other schools in the district. Ms. Phelps again stated that, for the record, she is not against this program or the Ninth Grade Academy, but only believes the board should postpone action on them until the new superintendent is in place. Mrs. Bell stated her total agreement with a 6th grade center because when she went to Caddo Middle Career and Technology Center, there was a need, and she will continue to holler about the needs in her district and challenged the other board members to get on board with their principals and ask them what they need and support them. Mrs. Crawley agreed that staff is in touch with innovative things, but the principals are at the job sites and they need to bring plans for the needs of their students and schools and asked the staff to continue to be open to them.

Vote on the motion carried with Board member Phelps opposed and Board members Burton, Crawley, May, Priest, Crawford, Ramsey, Armstrong and Bell supporting the motion. Mr. Rachal was absent for the vote.

UPDATE ON INTERIM PLAN FOR COVERING DUTIES AS RESULT OF VACANCIES IN EXECUTIVE STAFF POSITIONS

Mrs. Crawford moved, seconded by Mrs. May, that Interim Superintendent Gunn and staff members performing additional services in accordance with the motion passed on April 22, 2008, continue to provide services and receive compensation until the new superintendent's official start date of August 11, 2008, at which time these members will revert to their previous duties and salaries. Mrs. Crawford stated that when beginning the search process, July 1 was the goal set to have a new superintendent in place; and since the new superintendent will not actually be in place until August 11, 2008, she is asking that the board approve those in the interim positions to continue and be compensated for the additional duties until the new superintendent is in place at which time he will have a clean slate and options to put whom he would like in vacant positions. Mrs. May expressed her appreciation to staff for all they have done in the interim and encouraged them to continue their hard work and asked the board to support this extension of the interim plan.

Mrs. Armstrong moved, seconded by Mrs. Bell, to amend the motion to state "with the exception of the assistant superintendent of human resources until Dr. Dawkins comes with a recommendation for an assistant superintendent for support services." Mrs. Armstrong explained that this will allow Dr. Robinson to continue to be over two areas, human resources and support services and to continue to be compensated for holding both of these positions until Dr. Dawkins can make a recommendation for the assistant superintendent of support services. Mr. Abrams stated for the board's information that currently Dr. Robinson is performing these responsibilities with the help of another staff member. Mrs. Bell stated she agrees with the amendment and cited the comparison of looking for a certified teacher and putting a substitute teacher in that place until you can find a certified teacher. With Dr. Dawkins not officially coming until August 11th, it will be necessary to have someone in place after the 11th until he can fill that position. She asked the board to remember that the school system must go on and we are only asking to keep this person in place until Dr. Dawkins hires someone. Mr. Burton asked if the current amendment allows for Mr. Murry to be paid? Mr. Abrams responded it does not

based on how the motion is worded; and if this passes, Dr. Robinson would continue in the two positions and Mr. Murry would return to his original duties. To make this happen, the amendment would need to be that Dr. Robinson and Mr. Murry continue in the interim position with their same compensation until Dr. Dawkins appoints someone in that position. Ms. Phelps reminded the board members that interim means interim until we selected a superintendent and we have selected a superintendent who will be responsible for the district and should have the opportunity to choose whomever for the assistant superintendent in the interim. She said she doesn't know if the board should choose who will continue in the interim since we have selected a superintendent and asked the board to be mindful of allowing him to come in and be the superintendent and make whatever administrative decisions he chooses. She said she believes the motion was interim until a superintendent was selected and he will be here in the superintendent position and every other position is under his leadership. Ms. Phelps said she believes the amendment defeats Mrs. Crawford's motion to take care of ending all interim positions and pay and asked the board to support the original motion.

Mr. Ramsey stated his understanding of the amendment and he believes if Dr. Dawkins arrives and asks the board to allow him to continue with the current arrangement as it is in HR and Support Services, he believes the board can adhere to his wishes at that time. He added he believes the intent is clear that he is in charge and if he sees fit to continue as it is on August 11, he can bring that to the board. He asked the board to support the original motion and let Dr. Dawkins make these decisions.

Vote on the amendment failed with Board members Burton, Armstrong and Bell supporting the motion and Board members Crawley, May, Phelps, Priest, Crawford, Rachal and Ramsey opposed.

Vote on the main motion carried unanimously.

SUPERINTENDENT'S REPORT

Mr. Burton asked the superintendent to contact Ms. Phelps regarding her items under Superintendent's Report and determine which of them can be removed.

Mrs. Crawley stated that *Review of District Phone System and Operational Procedures for New Policy on Surveys* can be removed from the agenda at this time.

Ms. Priest asked that *Report on Phasing in Additional Social Workers in Schools* be removed from the agenda; however, she would like a status report on the hiring. Ms. Priest also asked that *Report on Alternative Schools and the Capacity to Provide FAPE to all Special Education Students Suspended or Expelled* and *George P. Hendrix Facility* be removed.

Mr. Burton also encouraged board members to contact appropriate staff for status reports rather than placing them on the agenda.

ANNOUNCEMENTS AND REQUESTS

Mrs. Bell asked that staff provide an update on the monies to be received from the Legislature and the additional monies being asked for.

Regarding the hiring of new teachers from the Philippines, Mrs. Crawley asked staff to provide her with additional information, i.e., when will they be hired, salaries, type of contract, placement, training for language and cultural issues, etc.

Ms. Priest thanked the staff for the information and updates on the Cyber Command Center and asked that staff look at some of the inner city schools to find a niche for these schools as it relates to the Cyber Command Center.

Ms. Priest also asked staff to look at contacting the Mineral Rights Board for assistance in understanding how the oil and gas issue will affect the Caddo Parish School Board.

Mr. Ramsey expressed his appreciation to Mrs. Gunn and the staff for a job well done during the interim. Mr. Burton said he has told many that the district never missed a beat because of the staff we have in place.

Mrs. Armstrong announced that on August 5th *National Night Out* is scheduled and she asked that staff not schedule any hearings or presentations on that evening.

Mrs. Bell announced that she received two calls from students who have just graduated from Southern University and applied for teaching positions in Caddo, but they have not heard anything. She asked the staff to exhaust everyone on our applicant list before bringing in teachers from other areas.

Mrs. Crawford also noted she is hearing estimates of as many as 50,000 to 100,000 new jobs coming to the community in the next five to ten years and the importance of our children being prepared for this workforce.

Adjournment. *Mrs. Crawford moved, seconded by Mrs. Bell, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 5:50 p.m.*

Wanda Gunn, Interim Secretary

Willie D. Burton, President

August 5, 2008

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 6:37 p.m. (immediately following the executive committee meeting) on Tuesday, August 5, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present was Wanda Gunn, interim secretary, and Reginald Abrams, legal counsel. The prayer and pledge were omitted.

PERSONNEL RECOMMENDATIONS

Mrs. Armstrong moved, seconded by Mrs. Bell, to approve the personnel recommendations as recommended and submitted by the superintendent. Vote on the motion carried with Board members May and Phelps opposed and Board members Burton, Crawley, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion. Mrs. Hardy was not present for the vote.

Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following board-approved personnel appointments: (1) Thedra Green, assistant principal, Green Oaks High School; and (2) Dr. Karon Rankin-Manning, assistant principal at Huntington for the 9th Grade Academy. These appointments will receive the appropriate salary as reflected by the Caddo Parish School Board salary schedule applicable to the position to which they are appointed. Administrators, family and other guests present also were recognized.

BIDS – QZAB-A CLASSROOM WIRING

Mr. Rachal moved, seconded by Mrs. Bell, to approve the bid of J.D. Electric, with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$385,825 as recommended by staff and submitted in the mailout. Vote on the motion carried unanimously.

ITINERANT MUSIC TEACHER POSITION

Mrs. Armstrong moved, seconded by Mr. Ramsey, to approve the request for an additional itinerant music teacher position (.5 for Linwood and .5 for Keithville) as recommended by the superintendent and submitted in the mailout. Vote on the motion carried unanimously.

PUPIL PROGRESSION PLAN

Mrs. Armstrong moved, seconded by Mr. Rachal, to approve the 2008-09 Pupil Progression Plan for submission to the state as submitted in the mailout. Vote on the motion carried unanimously.

Adjournment. *Mrs. Armstrong moved, seconded by Mr. Rachal, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 6:42 p.m.*

Wanda Gunn, Interim Secretary

Willie D. Burton, President

August 5, 2008

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m., on Tuesday, August 5, 2008 with President Willie Burton presiding and Bonita Crawford present being a quorum. Mr. Burton announced that Lillian Priest is out of town. Other school board members present were Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Interim Secretary Wanda Gunn, Legal Counsel Reginald Abrams, staff and other visitors. Mrs. Armstrong led the prayer and Pledge of Allegiance.

PRESENTATIONS

Dr. Mary Nash Robinson, assistant superintendent of human resources, stated that numerous calls have been received regarding the recruiting effort from the Philippines and that she, along with other members of the human resources staff, will share with the board an update on the staffing. Dr. Robinson said that the Human Resources Department has for years dealt with the challenge of teacher shortages and the increasing difficulty to staff certain schools in the district, i.e. AU schools, AA schools, schools in the northern part of the parish, and particularly in the critical content areas of math, science, special education and English. She noted that board members have repeatedly asked the staff to be creative and reminded staff that students in these schools do not have a chance of rising to the expected performance levels if they do not have a teacher. Dr. Robinson added that parents in the board members' communities have voiced concerns and the staff wants them to know that the board has shared with staff their concerns. She said the staff looked at what other districts are doing, verified what has worked successfully, proposed a similar idea to the board in a memorandum dated May 30, 2008 and began working with a reputable agency with the goal to staff these long-overdue content areas with qualified and certifiable teachers. She shared with the board a handout that included information detailing the recruiting effort in the Philippines, and highlighted the details of the proposal in the memorandum of May 30, 2008 and how the staff members traveling were to conduct face-to-face interviews with experienced teachers and select 20-30 teachers to be hired as a pilot for the coming school year. She also noted that East Baton Rouge Schools hired 40 Philippino teachers last year and that test scores and school performance scores improved in the low-performing schools where these teachers were placed, and they will add 60 additional Philippino teachers this year and Jefferson Parish will also add 60. Dr. Robinson further explained the proposal from Universal Placement International, highlighting why this agency offers this service free to the school district, the specific things the agency offers relative to training, programs, preparations for interviews, credentials, and other things important for them to adapt to our culture. She also further addressed the frustrations in finding Highly Qualified, Credentialed teachers due to a national shortage. She also noted the many services this agency provides to the district, i.e. all the documentation relative to credentials, pre-screenings, medical reports, criminal history backgrounds, pre- and post- placement trainings, processing of all legal documents, etc. and the fact that if the teacher cannot fulfill the obligation, the agency will cancel the agreement and they will notify immigrations. Dr. Robinson also shared with the board testimonials from other parishes in Louisiana, including other employee organizations, that have partnered with this agency and their success stories in recruiting teachers for the inner city schools from the Philippines and the successes and improvements seen in the lower-performing school. Also included in the information provided was documentation responding to board members' questions. Dr. Robinson explained that the staffing process happens in coordination with the principals and these teachers come to Caddo without state provisional Louisiana Certification and their work visa is for one year so they will sign a statement of temporary employment. At the end of the school year, she further explained it is possible the principal may recommend employment based on satisfactory job performance. These teachers will be paid just as any other teacher, based on credentials and experience. Also, the Professional Development Center and the Human Resources Department will be working cohesively to make certain they are emerged into our culture, city, schools, etc.

Dr. Robinson reported there are 42 vacancies in the critical shortage areas to be staffed by teachers interviewed and selected from the pool of approximately 400 applicants from the Philippines. She stated these teachers do meet the requirements for certification and five are working in math, six in science, three in English, one in ECE and 27 in special education.

Lastly, Dr. Robinson shared the current vacancy list and noted that these are very fluid numbers constantly changing.

Mrs. Crawley asked where staff heard about the Universal Placement agency? Mrs. Jan Holliday stated this organization has presented at numerous conferences attended by staff, and they were recommended by East Baton Rouge, as well as the State Department of Education. Mrs. Crawley asked about other places that have used them?, and Mrs. Holliday responded that Jefferson Parish has, and also that while in the Philippines, the president of the company was there and received a call from Avoyelles Parish concerning recruiting teachers. Mrs. Holliday added that the president of the company has also been working with LaFourche Parish and the Recovery School District. Mrs. Crawley asked about the type of commitment we had to make to this organization for them paying our way to the Philippines? Mrs. Holliday said that she told the agency we would hope to select 20-30 teachers and actually ended up with 42. Mrs. Crawley asked about the calls she is receiving and people being told they can't be placed until we know how many students are in each school? Mrs. Holliday explained that each school's staffing allotment is based on the previous year's enrollment, so each school is given that staffing allotment in Spring so they will know how many positions the school will be allotted before the end of the previous school year. Mrs. Crawley asked staff about our commitment for the 42 selected? Mrs. Holliday explained they will be considered the same as any other out-of-state, provisional teacher, with all previous employment being verified, they must have taught at an accredited school, the same procedure for hiring a teacher from Texas will be applied to hiring these teachers. Mrs. Crawley asked if most of these have experience? Mrs. Holliday responded that most of them have between 5 years to 29 years of experience, and most of them having more than 10 years experience. Mrs. Crawley asked who pays their way to the United States?, and Mrs. Holliday said she assumes that is their expense. Mrs. Crawley inquired about housing, and Mrs. Holliday responded staff has made some recommendations relative to some suitable places to rent. Mrs. Crawley asked how does this company get their money, do the teachers have to reimburse the company? Mrs. Holliday answered she is not knowledgeable about this. Mrs. Crawley stated she would like to know more information about this placement agency as she understands there have been some lawsuits over the teachers having to pay more than what is considered reasonable. Mrs. Holliday stated she is knowledgeable about an article that stated there were no jobs as promised, but Caddo does have the available positions. Mrs. Crawley asked how does staff know there isn't a teacher currently at one school wishing to transfer to that job (being offered to these teachers) at Youree Drive? Mrs. Holliday explained that the principal has interviewed the applicants being considered for a particular position and she believes the position referenced is a science position, and we have limited number of science applicants. Mrs. Crawley asked about a transfer fair similar to one Caddo held years ago? Mrs. Holliday responded that the process is teachers apply for transfers through the policy, and she is aware that Caddo held a transfer fair years ago. Mrs. Crawley asked if it is correct that the principal at Youree interviewed possible transfers, yet chose the other person? Mrs. Holliday responded she is not sure there is a science teacher who requested a transfer to Youree Drive. Mrs. Crawley asked how would one know there is a science teacher there if the office didn't place any of these teachers. Mrs. Holliday explained that the principals did not interview these particular candidates, staff interviewed them. Mrs. Crawley asked staff to explain the procedures for teachers wanting to transfer. Mrs. Holliday stated that once staff receives the transfer requests from teachers, a list is compiled and each principal is given a copy of the list of teachers wishing to transfer to their particular school, along with their certification information, what they are currently teaching and where. She said the deadline for transfer requests is March 1st, so a list is provided to the principals by the end of March. She added by policy, the principals are to contact every person on that list and to interview them as they have vacancies in their certified areas. Mrs. Crawley asked staff to explain how the process was followed with the group of 42. Mrs. Holliday responded they interviewed approximately 400 teachers while in the Philippines and from that, staff rated them, looked at their credentials, previous experience and their interview and as a team, determined which applicants would best meet the needs of our district and the students in our district, and came back with a list of 42. She also stated that prior to leaving, she held conversations with the principals to determine what their needs were and if they would be interested in accepting teachers that staff felt were very qualified and competent. Since the trip the end of June, new vacancies have occurred and principals have called her, especially in the areas of science and math, and indicated an interest in teachers in those areas. She said she also received calls from principals advising her they had found someone in the district they wished to pursue filling the vacancy, at which time she honored their request and sought a different position for the person from the Philippines. She added the bulk of teachers brought to

the system are special education teachers; and at present, the vacancy list for special education is 29 and she does not recall a time when the district has had that few special education vacancies in the district. Mrs. Crawley asked if this is 29 over the 27?, and Mrs. Holliday said that is correct, 29 after we place the 27. Mrs. Crawley asked if this is mostly in the elementary, and staff responded that it varies. Mrs. Crawley asked about the options available if a principal notifies staff that it is not working out? Mrs. Holliday explained we have the option to send them back and only pay them for the days they worked. Mrs. Crawley asked for clarification that staff didn't tell a principal they were sending these teachers to their school? Mrs. Holliday said staff did not. Mrs. Crawley asked if staff had any idea the number of vacancies we might have? Mrs. Holliday explained there is a copy of the vacancy list in their packet and at this time, there are 65 in middle and high schools and there are 80 at the elementary level. She said the elementary list is somewhat inflated because of the addition of positions recently through Title funding. She asked if any of our teachers have not been placed, and Mrs. Holliday said they have not, and she would really need to know specifics about specific employees being asked about. Mrs. Barker explained that if a teacher was not certified, they would have been on a temporary contract, and the contract would have ended. Mrs. Crawley asked if this employee would be placed before the others? Mrs. Holliday explained not if she was hired in a position she was not certified in. Mrs. Crawley asked if we had a position she was certified in, wouldn't we place her if she didn't want to continue teaching where she was not certified? Mrs. Holliday explained she would be placed on the applicant list as seeking a position, and added we are talking about a teacher that was hired temporarily because they were not certified in that particular area. And Mrs. Crawley added or they were put in special ed because we were desperate for special ed and they do not wish to continue in special ed. Mrs. Holliday said we will not necessarily place them before we place these others, but we do not have any elementary certified teachers that we are using teachers from the Philippines, but all of these are being placed in the areas of math, science, special education, ECE and English. She said none of these teachers will be placed in regular elementary teaching positions.

Ms. Phelps asked how the memo of May 30th was distributed to the board? Mrs. Holliday responded she believed it was placed at board members' stations at the first board meeting in June, along with the attachments (proposal and newspaper articles). Ms. Phelps indicated she did not remember receiving this and asked Mrs. Crawley why she made this request? Mrs. Crawley indicated she heard about it and knew it was something she needed to ask questions about. Ms. Phelps said she knows there are probably several board members who received an email around July 15th, and her major concern is, and she apologizes if she missed it, why this did not come to the board as an agenda item? Mrs. Gunn explained that normally recruiting requests do not come to the board as an agenda item. Ms. Phelps said she understands, but she believes the Philippines is a different recruiting effort than traveling to surrounding states. Mrs. Gunn stated she believes we have a good rationale, a good background with the agency, and communication with others that have used this agency in the past and this was presented to the board for their information. Ms. Phelps again stated she believes this was a different recruiting effort and she wishes there had been some communication that this item was coming forth. She said again her first knowledge was the email and conversation with other board members and the public. She asked that this be kept in mind, and she has asked this since being on the board, and with this issue being different than in the past, she only wishes the board had been told earlier. Ms. Phelps asked about the statement that some of these teachers met Louisiana certification and knowing that some teachers from other states come to Louisiana without Louisiana certification, asked how is it different for these teachers to meet certification requirements. Mrs. Holliday explained that most teachers coming from another state are eligible for an out-of-state provisional teaching certificate from Louisiana that is good for three years. She said these persons meet those same qualifications and are eligible for an out-of-state provisional teaching certificate that will be good for three years. Ms. Phelps said this is different, because she has heard some of the other teachers not being able to get jobs here? Mrs. Holliday explained the difference may be that they are required to be Highly Qualified to be hired in a Title I school or a Title funded position and they may not be eligible to be hired at a Title I school or Title funded position; and we do not employ anyone who is not certified. Ms. Phelps said she doesn't mean we hire them if they are not certified, only that she has been told that there were people who were certified in another state, but could not get a job in Caddo. Mrs. Holliday stated that would only be if they could not get the out-of-state provisional teaching certificate, because if they are eligible for this, they are eligible for employment, unless the Highly Qualified issue is a factor. Ms. Phelps asked about the statement that some of them are certified or are going to be certified in special ed? Mrs. Holliday said they will all be eligible, the ones placed in special education

positions, for certification in special education with the out-of-state provisional certificate. Ms. Phelps asked about the fact that the principals did not interview, but central office interviewed and conveyed to the principals that these were qualified and asked about centralized staff and if this works for these teachers, why can't it work for regular teachers? Dr. Robinson responded conversations have been held about the staffing policy under which we operate and site-based management is alive in Caddo. She said the site-based managers are responsible and accountable; and when they tell us what they need in their buildings/sites, we try to accommodate them. Ms. Phelps again asked, since we did it in this process, can we do it with regular teachers? Dr. Robinson said she is sure that is a philosophy change and it will be discussed with the new administration. Ms. Phelps asked for an update on the specific areas (teachers and the subjects) at each of the 27 schools, as well as a continuous report on these teachers so we will know if they leave or if there are any other issues with them throughout the year.

Mrs. Crawford asked about these teachers work visas and if Caddo is their sponsor or is the recruiter? Mrs. Holliday answered Caddo is their sponsor because Caddo is their employer, and they will get an H1V visa, the same as our Codofil teachers, good for one year, and it would need to be renewed if we wish to continue their employment. Mrs. Crawford asked staff if we are responsible if they teach a while and then decide they want to move? Mrs. Holliday responded we would report it to the authorities. Mrs. Crawford also asked if we are liable, since we recruited them through a recruiter, for their safety, and Mrs. Holliday said not at all.

Mrs. May asked if staff has gone through all the new teachers who have applied for employment? Mrs. Holliday responded yes in the certified areas. Mrs. May asked about the number of local applicants, how many were employed and if they were not, why? Mrs. Holliday said she did not know that percentage, but can provide that information.

Mr. Ramsey stated he appreciates the fact that there are some who want to work, and if it turns out that we can place master degrees and doctorate degrees in the underperforming schools and turn them around, he applauds the effort and added he is not for centralized staffing.

Ms. Phelps asked if there is any concern about the classroom management skills? Mrs. Holliday responded that classroom management training will be provided to make sure these teachers are knowledgeable about strategies we use in this area. She reported they are working with staff development to provide this, and these teachers do receive some classroom management before they leave the Philippines.

Mrs. Crawley asked if staff could obtain the information relative to what the teachers have to pay the recruiting company? Mrs. Holliday confirmed it is an employment placement agency, and this may not be information that would be released. Mr. Abrams confirmed this may be privileged information between the employee and the employer.

Mrs. Bell asked if staff has contacted the multicultural center, as they have a Philippines culture there and a group of citizens that could be linked to these Philippino teachers. She also stated the need for ample workshops to provide ongoing training in discipline and other areas. Mrs. Bell asked about stipends for teachers in the outer portions of the parish. Mrs. Holliday responded there is a travel stipend for teachers in the rural schools that live in Shreveport.

Mrs. Armstrong expressed her thanks to staff for the information provided to the board and her appreciation for the Human Resources Department's efforts to find qualified teachers for our classrooms, and she looks forward to seeing it succeed. Mrs. Hardy also thanked the staff for its hard work in finding teachers for our students.

ESTABLISH THE AGENDA FOR THE AUGUST 19, 2008 CPSB MEETING

Superintendent Gunn highlighted the agenda items being presented for the board's consideration at the CPSB meeting on August 19, 2008 and the following discussion ensued.

Update on Bethune and Other AU Schools. Mrs. Gunn announced that an update has been provided on where we are with Bethune and the other AU schools, which includes those things staff is preparing to put into place to assist and support those schools at risk of being placed in the Recovery School District. She reported that last week she and other Caddo team members

visited with State Superintendent Paul Pastorek and other state team members regarding an upcoming visit to Caddo regarding the schools at risk of being placed in the Recovery School District. She said there will also be a BESE meeting at which Caddo will be allowed to appeal the state's decision if necessary. Mrs. Gunn reminded the board of the many things the board has approved and staff has put into place and announced there are two additional items on the agenda for August 19th that will provide continued support to the AU and AA schools. She also announced that School Choice meetings have been scheduled. Mrs. Bell asked if there is any way we can educate the community on the fact that these schools are moving up even though they have not met the score? Mr. Burton also asked if it is still correct that students who were not present during testing, they did not take the test, receive a zero? Mrs. Gunn said that is correct. Mr. Burton also stated that he would like to know how many students were absent on that day at Bethune and Central and the school received zeroes for those students. He still wishes that we determine if this law can be changed, and will be asking the new superintendent to follow up on this. Mrs. Bell stated it concerns her how the media is reporting this and noted that Booker T. Washington has been on this list, but no one is saying how much the school has improved their scores, and the community needs to know they are improving but why they are still under the 60 score.

Mrs. Gunn explained the scores are outlined at the community meetings and it is explained that many of our schools made gains, but just didn't gain enough to get past the 60 points. Mrs. Bell said part of the problem is the public is not at the community meetings to hear this information.

Ms. Phelps asked the superintendent in what stage are the schools that are now eligible for the Recovery School District? Mrs. Gunn responded that the 10 schools moved from AU 3 to AU 4 and the remaining four moved into AU 1 or AU 2, and that AU 4 means the school is eligible for the Recovery School District. Ms. Phelps asked the superintendent when can we expect to hear from the state regarding the status and when this could take place? Mrs. Gunn said that Superintendent Pastorek indicated he will contact us in the near future about scheduling his visit, and noted that in the Louisiana Accountability System, when a school is in AU4 they have for the fourth year not reached the required mark. She added that it was only last year that the state began to enforce this and are now moving on a fast track. Mrs. Gunn stated that Mr. Pastorek has indicated that when the School Performance Scores (SPS) are known in the fall, he will move quickly with BESE.

Proposed Caddo Parish Schools Job Descriptions. Mrs. Gunn explained this request includes the MST coordinator which is the position formerly held by Jeff Roberts, who was a teacher that evolved into this position, and he is now the assistant principal. She added there was never a job description for this position and is one that is very much needed. The additional position is the social worker for North Caddo and one in which the money has been available for over a year, but there was not a job description for this clinical position. Ms. Phelps asked why did we not do the job description a year ago? Mrs. Gunn explained there was some disconnect with the state and contact was finally made with everyone needed on the funding and if we could carryover the funds, and that Mr. Abrams was also involved. She said a job description was needed that was different from our social worker job description as this is a clinical position working with the hospital. Ms. Phelps asked if we will be losing the money and Mrs. Gunn said we will not lose the \$75,000. Mrs. Crawford asked if the MST coordinator position is a new job? Mrs. Gunn said it is not a new job, but we did not have a structured job description to fit this position. Mrs. Crawford asked if someone is working in this position and Mrs. Gunn responded there is not. Mrs. Crawford asked did the board not freeze this type of action until the update was received on the Arthur Anderson study? Mr. Burton said that is correct unless it is approved by the board. Mrs. Gunn added this is a great void for that program.

Certificated Employee Pay Raise and Classified Employee Supplement. Jim Lee, director of finance, stated the State has notified us that all certificated employees will receive \$1,019 permanent pay increase, one that will go into the salary schedule, and support staff will receive a one-time \$1,000 supplement. He further explained that in an effort to keep up with the surrounding parishes, staff looked to see if any local funds are available to add to this and presented the options for the board's consideration. He said staff looked at the percentage increase that the \$1,019 would be for a beginning teacher with no experience and this was approximately 2.7%, and then looked at the proposed increases we could see in sales tax revenue and MFP funding. Mr. Lee explained the option of increasing the teacher increase up to 4% which would mean an additional \$500 for the starting teacher on top of what the state has given,

and for support staff, a 1.3% across the board pay increase, giving the same local percentage to certified and support personnel.

Ms. Phelps asked staff to provide the board with the General Fund numbers (Fund Balance) before these expenditures. Ms. Phelps also asked when did we receive the word from the state? Mr. Lee responded he was unsure the exact date, but it was in early July via email. Mrs. Bell added that is correct as she asked it to be added to the agenda. Mrs. Bell asked about those employees that work 12 months and others that only work 9 months and if the 12 month employee will make more than the 9 month employee. Mr. Lee explained that in the past, the board has sometimes increased the salary schedule by a set amount and it is correct these other positions might get a prorated amount based on the number of days they work which is based on the district's pay structure. Mrs. Crawford asked if it would be better to give a flat amount to each person or if this is the better way to keep up with the surrounding districts? Mr. Lee responded it can be looked at either way and the percentage will give a little more to the experienced teachers.

Mrs. Crawley asked Mr. Lee if he had the opportunity to look at what the board has done in the past? Mr. Lee responded that in 2006-07, the board gave a 5% across-the-board pay raise to everyone; and in 2004-05, the board approved a one-quarter percent pay raise across the board to all employees. Mrs. Crawley stated that one year what she thought worked the best was the board took lanes (Bachelors, Masters, Masters +30), and the certified person in each lane received a little more, and this was accomplished by multiplying it by the number of days the employee worked. She referenced the huge difference between an employee who makes \$90,000 and one who makes \$30,000 and asked when the state gave a flat amount and the local district supplemented it, we aren't taking out the \$1,000, but we are figuring a 4% on the \$1,019 for those who are in the classroom as well as those who may not be in the classroom (administrators), and she doesn't believe that was the State's intention. Mr. Lee said the administrators who are certified are included in the certificated pay raise and all our administrators are on the same pay scale. Mrs. Crawley asked if anyone certified and in Central Office will make more than a principal at a school? Mrs. Crawley indicated that is something she is interested in determining as she is only interested in them making more in accordance to the number of days they work. Mr. Lee responded that the only positions paid more than the highest paid principal are the assistant superintendents and the superintendent. Mrs. Crawley said forgetting that, if we pay a teacher a \$2,000 increase, is it possible to pay a teacher with a Bachelors Degree \$1,500, one with a Master's \$2,000 and a Master's +30 \$2,200 or something similar, so there is a difference for those teachers who have continued to go to school and earn degrees. Mr. Lee clarified this only works for teachers and school-based certified employees. Mrs. Crawley said she understands, but she believes these could be addressed the taking the set amount, i.e. \$1,500, and multiplying it by the number of days worked and not a percentage. Mrs. Crawley asked that this information be put together and shared with the board as an option. Mr. Lee stated that this has been discussed with Dr. Dawkins and he was supportive, and with the need to have the state amount in place by the September payroll, maybe staff could bring back at a later date the options for any additional increase above the state increase. Mrs. Armstrong asked about Option C for the support personnel and if the 1.3% is a one-time supplement? Mr. Lee explained that part will be permanent. After discussion, Mrs. Gunn announced that staff will come back with a recommendation to place the state pay raise in the September checks and come back with a local raise proposal at a later time.

Charter School Proposal. The superintendent announced receipt of a charter school proposal, after review of the proposal, staff determined it was lacking in numerous respects, and was not a proposal that had enough substance; therefore, staff does not recommend approval.

Evans Newton Incorporated (ENI) Proposal for Title 1 Schools. Mrs. Gunn introduced Susan Candrey of ENI and stated that staff is proposing to have the AA schools receive some coaching, since they do not have content coaches as the AU schools do.

Mrs. Crawley asked how this works with the group working with the state (JBHM)? Mrs. Gunn responded that the state had JBHM this spring working with the teachers in the AU schools to determine strengths and weaknesses. Mrs. Gunn stated that in talking with Rodney Watson this afternoon, she learned they will be using JBHM for the schools eligible for the Recovery District and will do an abbreviated version of the scholastic audit where they will only say to us what is wrong. Depending on whether or not the state takes over the schools, they will do an action plan

and this only has to do with the AA schools. Mrs. Crawley inquired about the location of ENI and the amount of the proposal, and Mrs. Candrey responded Scottsdale, Arizona and the proposal is for \$350,000. Mrs. Crawley asked if individual teachers will be coached regarding discipline problems, for example? Mrs. Candrey explained the coaching would be everything from classroom management to teaching teachers to better be able to present their content, and other things according to the National Board of Teaching Professionals. She said ENI has Master Teachers who have passed a content test in their content area, have at least a Master's Degree and minimum of five years teaching that particular content. She said they are trained in Scottsdale, then shadow others before they are actually put in the field. She added they begin with a cognitive coaching model and then they expand it to create their own model. She said ENI has 35 years experience primarily working with districts with under-performing schools and helping those schools make rapid gains in student achievement. Mrs. Crawley asked if it is possible to Google other places that have used ENI's services. Mrs. Crawley inquired as to how many people will be sent to Caddo? Mrs. Candrey responded she does not know, but the coach comes on a four day trip and will see approximately five teachers per day. She said coaching involves meeting with the principal daily, working with teachers, grade level meetings, department meetings and communities. Mrs. Crawley asked how staff was placed in touch with ENI? Mrs. Gunn explained that staff is always researching opportunities where people have made great gains in student achievement and she believes ENI has worked with many and noted Tulsa, Oklahoma as one of those who has made great gains in student achievement. Mrs. Candrey further explained that Tulsa is a district that was doing great and one year they had 25 schools in school improvement when they had 10 schools the year before. She said at the end of the first year working with these schools, 21 of the 25 met their AYP that year, and later 18 were removed from that list completely. Mrs. Candrey also shared with the board other examples of under-achieving schools being turned around from the services their company offered, and that Evans Newton's goal is we don't get to choose the children that come to us, but we must get every child to the state standard, and this is where they have mastery and where their focus is.

Mrs. Crawley asked about the difference in these coaches and our content coaches? Mrs. Gunn explained that this company has gone through a very rigid testing process and ours are master teachers of our own and we are referencing schools that do not have content coaches. Mrs. Crawley asked is it not correct that each of these teachers go through a very rigorous training and observation and if they will be observed in working with these new teachers? Mrs. Gunn responded the process is the same for new teacher requirements from the state (LaTAP), and will not be observed by this group, as this group is a helping group. Mrs. Crawley asked won't they be helping them if they go into a second grade class with a new teacher who is having problems and coach them? Mrs. Gunn responded that is correct, but not in the AA schools, because we have coaches in the Academically Unacceptable Schools. Mrs. Crawley asked about the coordinators? Mrs. Gunn explained they do observations and work on these teachers' weaknesses. Mrs. Crawley asked if we are attempting to bring in more people for this? Mrs. Gunn said the attempt is to give the AA schools some support so they will not get to AU. Mrs. Crawley asked about the JBHM group and did they not want to do the same thing? Mrs. Gunn responded it was similar. Mrs. Crawley stated she just has some concerns. Mrs. Candrey indicated this is a common question that there is already someone doing this and she has found that most of the districts do have content coaches specifically in the areas of Language Arts/Mathematics; however, despite having some of the very bright and intelligent employees in all areas, they were asking for help in students making their AYP. In order to change, their company was invited to help them with their techniques and transfer as quickly as possible the knowledge needed to help these students be successful. Mr. Burton encouraged board members to get the phone numbers and call staff to ask any unanswered questions. Mrs. Crawley stated we have professional development and teacher organizations that conduct workshops and she does not want to duplicate services.

Mrs. Crawford noted in the mailout documentation the list of districts that have shown improvement when using the services offered by this company. Mrs. Gunn also shared another booklet with additional information for the board.

Mrs. Bell said that for the past year we have talked about help for these schools and have over \$1 million in the AU schools and her schools are not in AU and she doesn't want them in AU. She said it is now to time to take care of those schools in AA and help them stay out of AU status. Mrs. Bell encouraged the board to take action on this item on the 19th and not wait until something happens and it's too late.

Ms. Phelps asked if there is a deadline for using these Title I funds? Mrs. Gunn said it has to be used this school year. Ms. Phelps asked how the ratio per student is figured? Mrs. Gunn said it is based on the number of teachers in the school and the number of students they teach. Ms. Phelps asked for the guaranteed measurable goal? Mrs. Gunn said our goal is for these schools to improve and not go into the AU category. Ms. Phelps replied she knows, but she wants to know what our measurable goal is and what guarantee do we have. Mrs. Gunn explained we have some objectives and an evaluation of their work. Ms. Phelps asked if there is no measurable goal in the contract that we will increase a certain number of points? Mrs. Candrey responded that they do not do guarantees without doing the entire process; and when they write it down, they usually don't write any more than 10% because there are many factors that are beyond their control as evidenced by the board's earlier conversations. She added they do not want to come in and just make the teachers better, but they want to have very specific and concrete goals based on data and then establish measurable goals with the principals and teachers. Ms. Phelps said to the board that this conversation took place with JBHM with the only difference being they are in AA schools now unlike the AU schools. Ms. Phelps stated her agreement that something needs to be done, but the concern is we don't need to get into this discussion before Dr. Dawkins arrives. Ms. Phelps asked staff about the timeframe and when does staff wish to implement this program? Mrs. Gunn stated staff hoped to get the principals together in August and begin this at the start of the school year, because if you go in after school starts, you are at a disadvantage when working with teachers. Ms. Phelps again stated she doesn't have a problem doing what needs to be done for the schools, but timing always seems like an issue. She said she did not understand if this is something we want to put into place in August, why the board is only getting it on August 5th, and this has always been her concern that this happens all the time and the board is rushed to make a decision. She asked staff as a courtesy that in the future if things are imperative to be acted upon to think about the time it takes the board to make an informed decision.

Mr. Ramsey asked the superintendent if this program is implemented, are there any duplication of services or conflicts already in place? Mrs. Gunn responded no, not within the AA schools. Mr. Ramsey asked for clarification that we will not be adding a coach where we already have content coaches. Mrs. Gunn responded that only schools in the AA group may have a Reading First content coach, but they would not be working with those levels in K through 3, but in Grade 4. Mr. Ramsey stated he knows the content coaches make a difference and he believes there is an urgency that we do something.

Mrs. Crawford asked if Dr. Dawkins has seen this program and approves of it? Mrs. Gunn said staff has had discussions with Dr. Dawkins and he is familiar with ENI and has worked with them before and does approve it.

School Improvement Proposal for Title 1 AA and AU Schools. Mrs. Gunn introduced Dr. Sharon Banks, the consultant for this proposal, and stated that this proposal is different in that Dr. Banks is a well known educator who has been the National Teacher of the Year and National Superintendent of the Year. She said Dr. Banks has worked with principals, has been a principal, in several states, and offers leadership for our principals. Mrs. Gunn also stated that Dr. Dawkins is the one who led us to Dr. Banks.

Dr. Banks of Dr. E Sharon Banks and Associates, introduced Carol Goose, statistician and data analysis specialist of EduSwift. Dr. Banks said with 38 years experience, she applauds the Caddo District for answering the call and addressing the children, and asked the board members to imagine being a principal of one of the schools listed in the paper after working hard to encourage the staff and students to be successful. She noted the importance of staff development for the faculties and the leadership in the schools and explained that her initiative is IPIP (Individualized Principal Improvement Plan). She said they work with each principal individually as well as directors, administrators or any others that the superintendent determines to include. Dr. Banks said the measurable goal they are looking for is a principal who will run a well oiled machine school, and test scores will go up or they will be gone. She said she likes the tough conversations and decisions; therefore, she has talked with the directors about the options that will be offered, and that a rubric will be used for measuring their accomplishments, the climate will be assessed in each principal's building, and the directors will be included in the meetings. She said they will spend four full days with each principal assigned to them and will also do teleconferencing with principal groups. She also noted that they have been offered a

house to stay in free by a former Caddo administrator which will offer them more time to spend with the administrators. She said in April, before the end of school in May, meetings will be held to analyze specific data and recommendations rendered on what each principal has accomplished and what staff should do in the future regarding each of these educators. She said they will also look at each principal's support staff and teach the principal how to approach them on various matters.

Dr. Goose explained that her role is to design pre- and post- evaluation tools, to observe everything that is going on and give the board the type report that will be useful. She said they do pride themselves in keeping the board apprised of everything step by step.

Mrs. Crawley asked if the principals will be taken out of the buildings for these meetings as this has been a major complaint from principals. Dr. Banks explained they will meet with them in the schools and after school, along with the directors.

Dr. Banks expressed appreciation to Mrs. Gunn, Mrs. Edwards and Mrs. Parker for their assistance over the past several months.

Mrs. Armstrong thanked Dr. Banks and her colleague for coming to Caddo and that these are the type issues needing addressed since everything starts with the administrator at that school. She said she is very much appreciative of the energy brought to them today and to Dr. Dawkins for making this contact possible.

Ms. Phelps thanked Dr. Banks for explaining the program and that she is most comfortable with the fact that the superintendent made the contact. She also thanked Dr. Banks for making what she plans to do so plain and simple as there have been other proposals that were not so clear.

ADDITIONS

Mrs. Gunn asked that an item be added to the August 19th agenda titled *Approval of Resolutions to Schedule Two Tenure Hearings for Tenured Teachers*.

Mr. Ramsey asked that an item be added concerning *the Boys Varsity and Junior Varsity Locker Rooms at Southwood High School*. He also asked that an item titled *Budget for New Teacher Orientation, Teacher Induction and Teacher Retention* be added under Superintendent's Report. Mr. Ramsey said that as we begin a new school year, he would like for us give the staff the tools they need to not only have a quality program in place to kick off the year, but also to have something throughout the year for retention. He said while we do a great job, he believes it can be better if the board provides the needed funds. Mr. Ramsey also asked for an update on the Technology budget established by the board.

Mrs. Armstrong asked for an update on the RFP regarding the update on the salary schedules and job descriptions.

Ms. Phelps asked for an agenda item regarding implementing the voting system that comes with BoardDocs. She said there have been updates to the program and she would like Mr. Brown to bring some information on why we are not using it.

Ms. Phelps asked for an item to be placed on the agenda regarding the Substitute Teacher Institute.

CONFIRM THE AGENDA AND CONSENT AGENDA

Mr. Burton recommended items 7, 8 and 9.01, 9.03, 9.04-9.07, and 9.09-9.12 as the consent agenda. *Mrs. Crawford moved, seconded by Mr. Burton, to approve the proposed agenda and consent agenda for the August 19, 2008 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on the information relative to the teachers from the Philippines the District is proposing to

hire and stated that knowing all new and current teachers must get a recommendation from the site-based manager, this only works when the site-based manager is present. She said Caddo's site-based managers are off during the summer and not required to work and so when new and current teachers are applying, it is a hit and miss proposition whether or not they will have the opportunity to talk to a site-based manager. She added she is hearing from new teachers that have not had an interview, and asked why is it we can tell our new and current employees that they must get a recommendation, yet those from the Philippines can get placed? Mrs. Lansdale noted she believes the process is very faulty when Caddo's own cannot get interviews and encouraged the board to make sure the site-based managers are in place to interview and hire these people or come up with a better process. She also referenced the exploitation of paying for people to go there and to come here and also noted the issue several years ago in New Orleans. She said while at first this may look good, she said this is a classic case of the devil in the details and it needs much closer examination, and she believes at this point the board is violating its own policy. Regarding the pay issue, she said they have said in the past they were willing to wait on the new superintendent and his recommendation, but there is a lot of concern about percentages across the board.

Billy Wayne, director of the Urban Support Agency, an after-school tutorial and standardized test improvement program, addressed the board on a letter recently received from State Deputy Superintendent Ollie Tyler regarding HB1 Appropriation Funds (TANF Funds) that have now been allocated to school districts. He noted that he has received numerous phone calls from area non-profits and they are anxious to know where we stand in Caddo regarding to release of RFPs for these funds. He encouraged the board to address this matter as soon as possible.

Adjournment. *Mrs. Crawford moved, seconded by Mr. Burton, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 6:37 p.m.*

August 19, 2008

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at approximately 4:30 p.m. on Tuesday, August 19, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Phillip Guin, Eursla Hardy, Charlotte Crawley, Lola B. May (arrived at approximately 4:39 p.m.), Tammy Phelps (arrived at approximately 4:39 p.m.), Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins and Legal Counsel Reginald Abrams. Mrs. Armstrong led the prayer and Pledge of Allegiance. Mr. Burton announced that Mrs. Crawford is out of town.

President Burton opened the meeting by welcoming new Superintendent Gerald Dawkins. Mrs. Hardy expressed congratulations and accolades to Mrs. Wanda Gunn and the staff for the outstanding work done during the interim time without a superintendent.

CONSIDERATION OF MINUTES OF THE JULY 15, 2008 AND AUGUST 5, 2008 CPSB MEETINGS

Mrs. Armstrong moved, seconded by Mr. Guin, to approve the minutes of the July 15, 2008 and August 5, 2008 CPSB meetings as submitted. Vote on the motion carried unanimously.

ESTABLISH THE AGENDA AND CONSENT AGENDA

Superintendent Dawkins highlighted items for consideration and Mr. Burton announced that Items 7, 8, 9.01, 9.03-9.07, and 9.09-9.12, are the consent agenda. Dr. Dawkins stated he has spoken with Board member Phelps and asked that Items 9.14-9.16 be moved to Superintendent's Report. Mr. Burton also announced that regarding resolutions calling for two tenure hearings for tenured teachers, there is only one resolution for consideration at today's meeting.

Mrs. Armstrong inquired about the bid for relocation of the T-Building at Huntington and if this building is one that can be used, will it be used on Huntington's campus or will it be relocated to another school? Steve White explained that two T-buildings were moved to Huntington last year upon the completion of the wing at Turner and one will be utilized for JROTC and the other will be used for storage. Mrs. Armstrong asked for clarification on the \$100,000. Mr. White said even though one is for athletic storage, students will be using the building so ramps must be built to comply with ADA, fire alarms must be added as well as two-way communication.

PRESENTATIONS AND RECOGNITIONS

Burnadine Moss Anderson, executive assistant to the superintendent/communications, on behalf of the CPSB and staff, made the following special recognitions. The president and superintendent greeted and presented the honoree with a certificate/award. Administrators, families and friends present were also recognized.

8(g) Competitive Grant Award Winners 2008-2009. Belinda Stewart and Angela Douglas, Forest Hill Elementary, were recognized as winners in the state's 8(g) grant competition for their program Math4Real which will serve 400 regular and special education students with diverse, ethnic and socio-economic backgrounds in 2nd through 4th grades. This program will form an intense partnership among regular and special education students with technical math instruction to enhance students' mathematics skills through the use of manipulatives and technology. Math4Real was awarded \$100,000 to implement the program.

The second 8(g) award was granted to Cynthia Hopper and Sheri Pierce, Riverside Elementary, in the amount of \$99,846 for their "Harvesting our Heritage, Our Louisiana" program which reinforces the Louisiana English Language Arts comprehensive curriculum to increase student academic achievement through real life connections.

2008 New Employee Orientation Award. Human Resource Department personnel members Dr. Mary Nash-Robinson, assistant superintendent; Jan Holliday, director of certified personnel; Cleveland White, director of classified personnel; Dr. Lila Finney, director of professional development; and Randy Watson, director of insurance were recognized for receiving the 2008 New Employee Orientation (NEO) award for the program "Putting the Pieces Together". This is

a three-day program for all new employees in the Caddo Parish School System which is crafted on understanding benefits and other key information. She added part of a college credit is given by the professional development center. Mrs. Anderson noted that the retention of employees who go through this three-day session is 94%.

2008 Distinguished Partners in Education Award. Mrs. Anderson announced that The Biomedical Research Foundation was recently recognized by the Board of Elementary and Secondary Education as the recipient of the 2008 Distinguished Partners in Education award for being an outstanding partner in the Caddo School System. Jack Sharp, president and chief executive officer, as well as BioMed staff members and donors were recognized for supporting schools in Caddo Parish since 1996. Jack Sharp shared with everyone the Foundation's heartfelt thanks for the nomination and receiving this award. He said the Foundation works around "Vision without Resources is Dillusion" and this means that the Foundation is dependent upon corporate sponsors, as well as any individual sponsors, who are willing to contribute their resources for these programs to hopefully make a significant difference in education. Mr. Sharp pledged that the Foundation continues to work with others in the community who love and depend upon the education of our youth to build our future.

Bond Rating Upgrade. Dr. Dawkins introduced Jim Lee, director of finance, who announced that a press release will be released this evening regarding our bond rating being increased. He reported that he and the bond attorney met with Standard and Poor's in an effort to get the bond rating increased and were very fortunate in getting an increase granted from an A+ to a AA-. He noted there is only one other school district that has a slightly higher rating. Grant Schlueter of Foley Judell reiterated the comments made by Mr. Lee and the fact that the district now enjoys two AA ratings, one with Standard and Poor's and a second with Moody's. Mr. Schlueter said this means that every time the School Board sells bonds, they will be able to do so at a lower interest rate which means a lower cost to the taxpayers, lower millage rates and lower property taxes. He encouraged board members to read the upgrade report which is available to the public and news media and noted that it focuses on the historically very strong financial position due to good financial management of the school board. The reserve fund policies, conservative budgeting, fiscal discipline, and the low debt burden to the taxpayers noted in the report are all very important in being able to sell bonds at a very low rate.

VISITORS

Paul W. Lockard, Mayor of Rodessa, appealed to the board and encouraged them to look at moving forward in addressing the issue of the old Rodessa High School, which has been closed since 1973. He said this building is an eyesore to the community as well as a hazard despite being enclosed by a fence. He noted numerous times the police chief has responded to reports of children and young people in this building and the fact that they could be seriously injured or killed. He asked the board to move forward expeditiously in tearing down this facility.

Vera Jones, Project Yes coordinator, thanked the board for everything it has done over the past four to five years to help with this program that helps children. She reported that last year out of the 15 schools funded with a grant, over 90% of them reported an increase of more than 200 parents becoming involved in their schools. She said they collaborate very closely with the PTA and they are very pleased for their continued support. Ms. Jones also expressed appreciation to the Caddo staff for assisting in getting materials that parents need to work with their children. She said they are now addressing two major issues of discipline and academic achievement. Ms. Jones invited board members and the superintendent to attend a program on September 11 at the Galilee Baptist Church at which time they will be commemorating 9/11 with a specific emphasis on saying thank you to the educators, fire and law enforcement personnel, military, doctors, etc. who give of their lives everyday.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on matters of interest to the Federation including the pay proposals and the recommendation from the superintendent. She said while a percentage increase always provides a message and rewards those employees who have been with the district longest and have the most advanced degrees, there is a downside to percentage increases as they typically underfund the beginning employee's salary, and cited the example of how much a new teacher's salary would increase. She said in order to remain competitive, the board would have to bank on the hope that other districts will not give more than the state pay raise, and that this did not happen in

DeSoto since they locally funded increases for all employee groups – every teacher an additional local increase of \$2,000 across the board, for a total of \$3,019 – and in Caddo our teachers will receive a total of \$1,515. She noted that DeSoto’s contribution is four times greater than Caddo and when considering the additional issues that Caddo teachers must face in the classroom, it is clearly counterproductive in recruiting good quality teachers. She also noted concern over the 1.3% proposal because when running the numbers for those teachers at the top of the salary schedule, they will also fall short over \$1,000. She said when teachers can move their years of experience to other school districts salary schedules, this puts Caddo at a deficit in keeping our quality teachers in Caddo’s classrooms. Mrs. Lansdale also noted Option C and how it relates to the support employees in a positive way by adding permanent funds to the one-time only \$1,000 state supplement, but again falls short of the increases given in DeSoto of an additional \$1,500 to \$2,000 permanent increase. She added this is why they agree with Superintendent Dawkins’ in waiting for local increases and that it was prudent to pass the state increase in September but that more study is needed before implementing local pay increases, because they are aware of the almost embarrassingly high fund balances in reserve and at the board’s disposal. Mrs. Lansdale stated it is time to take a solvable approach in using our resources in attracting and retaining the most qualified employees available. Mrs. Lansdale closed by saying the Federation looks forward to sitting down with the board and superintendent and addressing it soon.

Corporal Meosha Deal, Shreveport Police Department, addressed the board on a possible partnership with the School Board in addressing students who need school uniforms. She stated she believes the best way to address this need is through the teachers since they are the ones who know the students as well as the parents. She shared with the board that in working with teachers last year, it was very beneficial in addressing the needs of the children, and asked the School Board to allow a partnership with the teachers, counselors, or whomever they wish that can recognize the need for uniforms. Corporal Deal explained she has an application form that she would like to share with staff for approval and she is willing to do whatever is needed to help provide needed uniforms to needy children. The superintendent asked Corporal Deal to forward the information and staff will get back with her.

CONFIRM THE CONSENT AGENDA

Ms. Phelps stated that since the last board meeting she has had numerous concerns regarding the Filipino teachers and questions that she could not answer as a board member. She indicated she has been very uneasy about not being able to answer questions, so she wants to state for the record that based on the information presented to the board on August 5th, stating there was a memorandum dated May 30th, she was not able to find that memorandum, nor was it in the minutes on the date it was left at the board’s stations, and she would like to say based on that information and talking with other board members, she had no knowledge and was not able to share that information with the community with their concerns of how did the board come up with so many teachers, or allow so many teachers, or the teachers for special ed and how they came to the district, so she was unable to find information of that memorandum dated May 30th, not knowing when it was given, she said she knew nothing about the terms, and again she would like the record to state that she was not given that information, and she believes that information to be false that it was left for her. She also expressed that she wanted to state for the record that she has not approved the last two personnel recommendations, and would like for the employees to know that this has nothing to do with any employees personally. She said she has stated in the past with her communication with the staff that her non support is because of the inconsistency of the recommendation process. She again stated to the employees in the last two recommendations that she was not able to find in her know-how to approve them and it had nothing to do with them personally, just the inconsistency of the process which she hopes we can rectify soon.

Mrs. Armstrong moved, seconded by Ms. Priest, to confirm the consent agenda. Vote on the motion carried unanimously. The following is a summary of the board’s action on items categorized as the consent agenda.

Agenda Item No. 7

7.01 Personnel Recommendations. The following personnel recommendations were approved: (1) Tom R. Thomas, assistant principal of administration at Herndon Magnet School; (2) Robert Hendrix, assistant principal at Broadmoor Middle School; Carolyn Stevenson, Homeless

Counselor; and Rosalind Bryant, Homeless Counselor. These appointments will receive the appropriate salary as reflected by the CPSB Salary Schedule applicable to the position to which they are appointed. Dr. Dawkins announced that the new appointments will be introduced at the next board meeting.

7.02 Requests for Leaves. The board approved the following requests for leaves as recommended and submitted by the superintendent.

Certified

Catastrophic Leave, May 20, 2008-May 23, 2008

Christopher Bryant, Teacher, North Caddo High, 19 years

Catastrophic Leave, May 9, 2008-May 23, 2008

Mary E. Irvin, Teacher, North Caddo High, 7 years

Leave Without Pay, August 1, 2008-August 1, 2009

Phyllis Melvin, Teacher, Ingersoll, 10 years

Leave Without Pay, August 1, 2008-August 9, 2009

Deborah Renee Eason, Teacher, Caddo Magnet High, 7 years

Leave Without Pay, August 18, 2008-June 2, 2009

Deborah P. McCormick, Teacher, North Caddo High, 3 years

Leave Without Pay, August 14, 2008-November 14, 2008

Sailaja R. Kakani, Teacher, Arthur Circle, 1 year

Sabbatical Leave, Fall Semester 2008(RESCIND)

Yenshacillia P. Patterson-Williams, Teacher, Hillsdale, 10 years

Sabbatical Leave (Medical), Fall Semester 2008

Fred Johnson, Teacher, Westwood, 20 years

The board also approved the correction to the start date of August 14, 2008 (and not August 15, 2008) for Diana Gingles request for leave without pay which was approved July 15, 2008.

Classified

Leave Without Pay, May 16, 2008-May 22, 2008

Clyde L. Jones, Bus Driver, Hamilton Terrace, 24 years

7.03 Other Personnel Transactions Report. The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of June 26, 2008 through July 29, 2008 as submitted by staff.

Agenda Item No. 8

8.01 Bids. The board approved the following bids as recommended by staff and as indicated on the bid tabulation sheets: (1) Lott Oil Company, totaling \$7.59 per gallon, for engine oil; and (2) Standard Printing Company, totaling \$113,081.50, for printing services for all schools. The bid tabulation sheets are a part of the permanent file of the August 19, 2008 CPSB meeting.

8.02 Bids (Construction). The board approved the following bids as recommended by staff and as indicated on the bid tabulation sheets: (1) Vanderberg Construction, with a Base Bid, for the sum total of \$139,500 for Project 2008-200E “T-Building Relocation at Huntington”; and (2) Carter Construction, with a Base Bid, and Alternate 1 for the sum total of \$2,806,800, for Project 209-102, “Captain Shreve New Classroom Wing.” The bid tabulation sheets are a part of the permanent file of the August 19, 2008 CPSB meeting.

Agenda Item No. 9

9.01. Request Approval for Changes to Policy DJH – Procurement Card Policy. The board approved changes to Policy DJH – Procurement Card Policy as recommended by staff and included in the mailout.

9.03 Proposed Caddo Parish Schools Job Descriptions. The board approved job descriptions for the Math/Science Technology Instructional Coordinator and the School Social Worker – Coordinated School Health as recommended by staff and included in the mailout.

9.04 Authority for Superintendent to Sign Contracts. The board authorized the superintendent to sign teacher contracts for the 2008-2009 school year.

9.05 Certificated Employee Pay Raise and Classified Employee Supplement. The board authorized staff to implement the state approved pay increases by increasing the teacher and administrative salary schedules by \$1,019 beginning with the September payroll and the one-time \$1,000 supplement to all non-administrative support staff, payable in a separate check in September.

9.06 Charter School Proposal. The board voted to accept staff's recommendation not to approve the charter school proposal for The Children's Future Charter School.

9.07 NCLB/IDEA Combined Grant Application. The board approved the NCLB/IDEA Combined grant application as recommended by staff and included in the mailout.

9.09 Special Education Contracts. The board approved contracts as recommended by staff and submitted in the mailout making it possible for the Special Education Department to offer required services to students with disabilities.

9.10 School Improvement Proposal for Title 1AA and AU Schools. The board approved the school improvement proposal for Title I AA and AU schools as recommended by staff and submitted in the mailout.

9.11 South Park Mall Adult Education. The board approved contracts with Summer Grove Baptist Church for Caddo's Adult Education Program as recommended by staff and as included in the mailout.

9.12 Resolutions Calling for Tenure Hearings for Tenured Teachers (2). The board approved the resolution calling for a tenure hearing for a tenured teacher as recommended by staff.

REQUEST FOR USE OF SCHOOL BUSES BY SOUTHERN UNIVERSITY AT SHREVEPORT

Mrs. Armstrong moved, seconded by Mrs. Bell, to approve the request for the use of school buses by Southern University at Shreveport for the Educational Talent Search Program as recommended by staff and included in the mailout. Vote on the motion carried with Board members Guin, Hardy, Crawley, May, Phelps, Priest, Rachal, Ramsey, Armstrong and Bell supporting the motion. Mr. Burton abstained as he is employed by Southern University.

EVANS NEWTON INCORPORATED (ENI) PROPOSAL FOR TITLE 1 SCHOOLS

Mrs. Bell moved, seconded by Mrs. Armstrong, to approve contracting with Evans Newton Incorporated (ENI) for providing assistance to Title 1 schools in Academic Assistance as recommended by staff and submitted in the mailout. Mrs. Bell stated that Caddo Parish needs a new creative look that will help all the students in the parish. She said after reading this proposal, she believes this is a good program for helping our students. Ms. Phelps asked the superintendent if this is not the one for the AA schools, because on the agenda it says Title 1, and she thought the presentation last week was for AA schools. Mrs. Gunn explained it is for the Title 1 AA (Academic Assistance) schools. Ms. Phelps asked staff to clarify the difference between 9.08 and 9.10. Superintendent Dawkins explained that 9.10 is for principal assistance and 9.08 is for teacher assistance. Ms. Phelps asked the superintendent for his comments on 9.08, and Dr. Dawkins explained that Evans Newton is a Nationally-known company that has impacted large and small school districts around the country. He said this affords us the opportunity to give our teachers additional help in our most challenging schools. Dr. Dawkins also announced that we will be meeting with the State Superintendent next week and this is an opportunity to get some additional creative resources that have a good track record across the nation and for that reason, he recommends this. Ms. Phelps expressed her appreciation and that the only concern she has is the accountability and how will we know it is working for us? Mrs. Gunn, at the superintendent's request, stated that they use the National Board Teacher Performance Rubric, which is a National feedback tool to teachers and we will use the students' work and the test data as the results. Ms. Phelps asked if this will be for the timeframe they will

be here during the year and if and how staff will be bringing this information to the board? Mrs. Gunn responded that staff will bring it at the middle of the year and at the end of the school year. Ms. Phelps asked if the board can be looking for this information? The superintendent responded that staff will be excited to bring this back to the board as we are looking for some great things mid-year and at the end of the school year.

Mr. Guin asked if the cost is approximately \$150,000? The superintendent responded it is \$350,000. Mr. Guin asked if this will come from the Title 1 budget since it is for Title 1 schools? Mrs. Gunn explained that it will all be Title 1.

Mrs. Bell asked everyone to read the information provided as every question asked is included in the proposal. Ms. Phelps responded that she did read the proposal and she understands what they are going to do, but she asked how would they bring it back to the board.

Vote on the motion carried unanimously.

SOUTHWOOD HIGH SCHOOL BOYS VARSITY AND JUNIOR VARSITY LOCKER ROOMS

Mr. Ramsey moved, seconded by Mrs. Armstrong, to approve the expenditures related to the renovation and reconstruction of the men's' basketball locker room and dressing room for the varsity and junior varsity at Southwood High School. Dr. Dawkins stated that he was made aware of an issue at Southwood High School in the boys' locker room that sounded like a safety and health issue. He reported that he, along with Mr. Smith and Mr. White, visited the locker room and explained that in the middle of the locker room is a sewer with a manhole cover which poses safety issues for the children. He said this proposal will correct that issue and explore and make certain that similar issues are not in other schools, and for these reasons he considers it an emergency item. Mr. Ramsey added that this was not discovered until the odor became pretty strong and when they pulled the carpet out, they discovered this issue; and even though the staff continued to bleach and clean it, he doesn't believe it's a condition that we should tolerate in any of our schools. Mr. Ramsey recognized Southwood High School students and coaches in the audience, and asked for the board's support in addressing this issue. He expressed appreciation to Dr. Dawkins for his comments and for taking time to address this issue. Ms. Phelps expressed her appreciation to Dr. Dawkins and Mr. Ramsey for their detailed explanation. *Vote on the motion carried unanimously.*

SUPERINTENDENT'S REPORT

Dr. Dawkins addressed the board and stated that he appreciates Ms. Phelps allowing him to move her items 9.14-9.16 to the Superintendent's Report. He said as he starts his term as Superintendent of Caddo Parish Schools, it is only fitting to begin by thanking those responsible for him being here, and for the warmth and hospitality, and every kind gesture displayed to him and his wife. He thanked the board, individually and collectively, for making that possible. He also recognized the tremendous work of staff that helped him in his transition to Caddo Parish. He acknowledged Mrs. Wanda Gunn for being extremely helpful in easing him into the superintendent's chair after her interim superintendency in which she did an outstanding job, Mrs. Burnadine Anderson who seemed to know everyone in this community and has answered all his questions and deserves equal acknowledgement as well, to all staff members who have displayed outstanding professionalism, and he does mean this in its purest form, in forging ahead with district initiatives during this transition period, as it is easy to lose focus when things are changing. He said all staff members appear to be poised to build on this district's legacy and he is looking forward to working with each of them to achieve all the district's goals. He expressed a special thank you to the entire Caddo Parish community for expressions of support, as indeed this is a welcoming community and he was even invited last evening to join some firemen for dinner sometime this week, and he appreciates the warmth he has received from the community. Dr. Dawkins stated that he celebrates with the district that we have 60 schools whose performance met or exceeded our district and state assessment goals and expectations. He pledged, under the board's leadership, to build on those successes and even those schools can be greater than they are. He stated he recognizes and accepts the challenge of addressing academically unacceptable schools and we must and we will aggressively align educational, financial and operational resources to move these schools to acceptable levels. He said the public should find confidence in the fact that he is prepared to continue our improvement efforts

in all our schools, not just the ones struggling, as all of them need our attention. Dr. Dawkins said he is equally prepared to reconstruct and if necessary totally dismantle programs in schools that continue to fall short of the district and state's standards. Because he does not have evidence of a comprehensive district strategic plan, he asked that the Board of Education convene to discuss and begin planning the development of a comprehensive district strategic plan that will include long and short-term goals for the Caddo Parish schools. He said this plan should at a minimum include specific goals and strategies in the following areas: improved academic achievement at every school, long-term fiscal plan (we have heard good news on our fiscal situation right now, but we certainly need to look long-term so we can stay fiscally solvent), long-range facilities plans, instructional operations and technology plans that include our instructional needs as well as operational needs, a comprehensive view of processes, systems and programs, to include all the programs we are looking at in its totality, a comprehensive marketing and communication plan so we can make sure we present our positive assets to this community, and communicate them in ways that the parents are clear about what we have to offer, where it is located, and the impact on children. Dr. Dawkins said in his mind there is a sense of urgency to comprehensively address the district's needs. He added we have been invited to meet with the State Superintendent next week to address our plans for AU schools, and this is a very serious meeting. He said the sense of urgency must focus on our success if we are to be a world class school system for all children. Dr. Dawkins said we will be thorough and efficient in our planning, and this work will take some time and will need to engage with the school board, staff, various members of the community, parents, and yes, students. He requested permission from the board to begin working with the president of the board to establish a schedule for initial meetings with the board so we can develop our processes and plans to include stakeholders as we move forward to reach our goals. He added we must not delay. Finally, beginning Thursday, the superintendent's action line will be fully implemented, phone number 603-6000 to give parents and others a direct communication to address concerns affecting their children in our district and we promise parents a response within 24 hours. He said we will report quarterly to the board the data collected, and this is to measure our effectiveness in responding to our public.

BoardDocs Voting System. Dr. Dawkins reported that we have followed up with the city and will report that information to Ms. Phelps. He added we are mid-way in the BoardDocs system where we can evaluate it and make some decisions on the missing features.

Substitute Teacher Institute. Superintendent Dawkins commented that Board member Phelps has found information on a Utah firm that has a program that will strengthen our substitute training before we send substitute teachers into the classroom and is an element of information that can strengthen what we are already doing.

Update on Dual Enrollment. Dr. Dawkins stated that as part of a comprehensive review of all systems, dual enrollment will be one, to make sure we are following board policy. Ms. Phelps stated that her reason for bringing this up is she believes now is the time to get students registered for classes this year; and based on the information provided, she is aware that all schools are not participating, and she wants to make certain they are made available and offered before the end of the month. Superintendent Dawkins added that staff will certainly encourage this and move this forward.

Technology Update. Superintendent Dawkins stated that staff is expediting the process to look at developing an RFP for Caddo's Technology Plan. He said there is a need for us to address our technology needs very aggressively in the areas of operations, student records, human resources, financial and a meeting will be held next week with all the stakeholders.

Update on TANF After School Funding Program. Dr. Dawkins reported that conversations have been held with State Deputy Superintendent Tyler and other state department officials and BESE will meet on Thursday to give final direction on this funding at which time staff will communicate this with the board and other community stakeholders

Budget Report for New Teacher Orientation, Induction and Retention. *Mr. Ramsey moved, seconded by Mrs. Hardy, to approve budget expenditures relating to new teacher orientation, induction and retention up to \$75,000.* Mr. Ramsey referenced the comprehensive report shared with the board in the weekly report and his intention is to provide additional funding to pick up where Title dollars leave off. He noted there are many expenditures for which Title funds cannot

be used and he is pleased to see a great deal of money going to professional development as he believes this is a priority where we should do more. He noted the fund total of \$59,000, but he is recommending adding some additional funds for possible stipends for those brought in on the weekends for professional development, for example. Mr. Ramsey said maybe there will also be some opportunity to do some additional workshops and we will be able to pay the teachers. He also noted the percentage of 94% retention and he believes we should always strive for 100% since it is very important that we have high qualified teachers in our classrooms. He asked the board for its support and asked that staff make this a line item in the budget each year understanding if the entire amount is not spent it will go back into the General Fund. Mr. Ramsey also expressed appreciation to the staff for the additional time spent in preparing this.

Mrs. Crawley stated she is always for professional development and she attended some meetings sponsored by The Alliance for Education at which time they had two of our professional organizations present programs they have for this and they presented a lot of available resources. She said she has not seen any of this come back to our schools, and with the national organization spending millions of dollars on research and development, she asked that the superintendent and staff consult with them on their resources.

Mrs. Bell asked if teachers will be taken out of school for professional development during the school day? Mrs. Gunn responded that staff has and will continue to reserve the instructional time and this year, staff has even asked administrators to conduct meetings in the late afternoon after school. She said staff is also asking for one professional development day for the AU Schools, but it will be a day when no students are in school.

Mr. Rachal thanked Mr. Ramsey for asking the question and for the information. He stated he believes this is a good move and he supports investing in our teachers at the very beginning.

Vote on the motion carried unanimously.

ANNOUNCEMENTS AND REQUESTS

Ms. Phelps welcomed Dr. Dawkins to Caddo and thanked him for the good things she is already hearing about. She also thanked him for bringing in Dr. Banks and noted the positive feedback she has received and that she looks forward to the results they will bring. Ms. Phelps also noted an acronym from one of the speakers at the Southern Region Conference.

Ms. Priest asked staff for a status on those teachers that are not fulfilling their time period contract at Bethune as it relates to the signing bonus.

Ms. Priest also asked that staff look into adding an elementary class at Hosston Alternative School for the students in Vivian and other parts of the northern part of Caddo Parish.

Ms. Priest requested a status report on the adult education component that was part of the MOU for Bethune with the state department.

Ms. Priest encouraged the board to show support for those AU schools in their districts when the BESE board meets to discuss these schools and testify with specific information as to why Caddo should retain control of these schools.

President Burton encouraged board members to try and clear up any items under Superintendent's Report so as to hopefully not get inundated with an extremely long list of items.

Mrs. Crawley requested an update on the TANF funds. She also asked, on behalf of Mrs. Crawford, for a status update on the \$200 M&S and that teachers who need to do a purchase order for supplies must do so out of a certain catalogue. Mrs. Crawley stated she doesn't believe that to be the intent for the \$200 M&S allotment, because the board wanted them to have the flexibility. She asked staff to follow up on the type of requirements being made, and if they are being told they must order from a particular catalogue. Dr. Dawkins stated staff will follow up on this matter and if there are teachers having problems with the process, they need to contact their directors, as we have not had any complaints. Mr. Burton added that he would like for staff to look at the catalogues being offered and whether or not this has been a standard for years, because he is hearing that diversity is not being recognized in ordering supplies.

Mrs. Bell welcomed Dr. Dawkins and asked if all the reading specialists for the AU schools have been hired and if there are any additional openings in this area? She also stated that the board is a family, and that when there is sickness or something going on with one of the family, the entire board needs to be aware. Mrs. Bell stated in such instances, she would be happy to contact everyone.

Mr. Rachal stated he believes Dr. Dawkins alluded to his requests in his comments, but he would like to see a retreat scheduled with the superintendent. Mr. Burton explained that is part of the procedure with a new superintendent and when he has the opportunity to get acclimated to the system, he will be setting a date for this to occur. Mr. Rachal also asked that a special session be called to hear the status on the Haynesville Shale leases, planning and expectations. Mr. Rachal also asked that he be provided a copy of the Standard and Poor's upgrade response referenced by Mr. Schlueter.

Mr. Ramsey expressed his appreciation for the report on the technology update in the weekly mailout. He said this will be a tremendous commitment and believes the timeline very appropriate. Mr. Ramsey also noted the \$1 million in Federal money for wiring the classrooms and shared that \$386,000 wired 299 classrooms in 14 schools, so he knows this will be an expensive endeavor, but one that's hard to put a price on the savings as it will eliminate a lot of redundant work and errors. Mr. Ramsey also asked that Items 10.13 and 10.14 be removed from the superintendent's report.

Mr. Guin also welcomed Dr. Dawkins; and referencing the comments made during the Visitors Time relative to the old Rodessa School, requested an estimate on the cost to demolish and remove this old school. Mr. Guin also noted conversation with the superintendent and that the board's responsibility is to make policy and procedures, to hire a superintendent and hold the superintendent accountable that these policies and procedures are followed. He said preceding the interim superintendent, he has attempted to do this without embarrassing anyone and to talk to staff to let them know this is going on and referenced an audit done at his request on booster club monies and how those monies are run through the system. Mr. Guin reminded the board that many of the board members who saw the audit were astounded at the vast number of schools in the system not following the policy. He also noted the baseball and softball programs in the summer using our facilities and they are not going through the proper procedures to use them and they are using the facilities at night, using the electricity, charging admission and it's not going back to the students or the booster clubs. Mr. Guin stated that he is not against sports, but there are inconsistencies which place a sense of unfairness on the schools and the students, and noted situations where coaches utilizing facilities to conduct clinics and camps. He added that while these coaches are not so bold as to require the players from their ball teams to attend the camps, many parents call and report that since their student did not go to the summer camp, they are no longer starting. Mr. Guin even referenced a ball tournament so large that they were using two stadiums, with lights, and they had not followed the proper procedures for use of the facilities. He requested that the superintendent get with the athletic directors and Central Office staff that oversee athletics, principals involved and auditing to conduct an indepth investigation in this matter.

Ms. Phelps asked the superintendent to look at the school supply list, especially fees for P.E. locker room materials and supplies, and the possibility of school supply and fee lists being approved. She also noted she would like to have an explanation if we are now charging for P.E. Locker room materials and supplies.

Mrs. Armstrong stated she received a report on the 4 x 4 Block Schedule and she understands there will be ongoing meetings relative to this matter. She shared her appreciation since she believes a 4 x 4 schedule needs to be looked at for all our high schools considering some of the new things coming from the State. Mrs. Armstrong also stated she received a tentative recommendation regarding off-campus P.E. and at the earliest convenience, would like to visit with the superintendent regarding some of her concerns.

EXECUTIVE SESSION

Student Readmission Appeal. *Ms. Priest moved, seconded by Mrs. Hardy, to approve staff's recommendation relative to student R.M. Vote on the motion carried unanimously.*

Adjournment. *Ms. Phelps moved, seconded by Mr. Guin, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:12 p.m.*

Dr. Gerald D. Dawkins, Secretary

Willie D. Burton, President

August 26, 2008

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at 4:00 p.m. with the actual meeting beginning at approximately 4:10 p.m. on Tuesday, August 26, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Eursla Hardy, Charlotte Crawley, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey (arrived at approximately 4:23 p.m.), Ginger Armstrong and Dottie Bell. Mr. Burton announced for the record that Mr. Guin and Mrs. May are out of town and Ms. Phelps is absent. Also present were Secretary Gerald Dawkins, and Reginald Abrams, legal counsel. Mrs. Crawley led the invocation and Pledge of Allegiance.

Tenure Hearing for Tenured Teacher. President Willie Burton announced the purpose for the meeting is to go into executive session for a tenure hearing for a tenured teacher. Following the swearing in of the witnesses by the court reporter, *Mrs. Armstrong moved, seconded by Mrs. Bell to go into executive session for the purpose of a tenure hearing for a tenured teacher. Vote on the motion carried unanimously* and the board went into executive session at approximately 4:15 p.m.

The board reconvened in open session at approximately 12:15 a.m. President Willie Burton presented 22 charges, with Charges #10, #11 and #12 being withdrawn by administration. The board unanimously voted "no" on all charges.

Mrs. Crawford moved, seconded by Mrs. Bell, that all charges against Michael Sherman be dismissed. Vote on the motion carried unanimously.

Adjournment. *Mrs. Crawley moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried unanimously* and the meeting adjourned at approximately 12:35 p.m.

Dr. Gerald D. Dawkins, Secretary

Willie D. Burton, President

September 16, 2008

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at approximately 4:30 p.m. on Tuesday, September 16, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Phillip Guin, Eursla Hardy (arrived at approximately 4:45 p.m.), Charlotte Crawley, Lola B. May, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins and Legal Counsel Reginald Abrams. Mrs. Bell led the prayer and Pledge of Allegiance. Mr. Burton announced that Ms. Phelps will not be present at today's meeting.

CONSIDERATION OF MINUTES OF THE AUGUST 19, 2008 AND AUGUST 26, 2008 CPSB MEETINGS

Mr. Guin moved, seconded by Mrs. Bell, to approve the minutes of the August 19, 2008 and August 26, 2008 CPSB meetings as submitted. Vote on the motion carried unanimously.

ESTABLISH THE AGENDA AND CONSENT AGENDA

Superintendent Dawkins highlighted items for consideration and Mr. Burton announced that Items 7 (7.01-7.04), 8 (8.01-8.03), 9.01-9.02, 9.05-9.10 are the consent agenda. Mr. Burton also announced that Items 9.03 "Pipeline Right of Way Agreement with TGG Pipeline" and 9.04 "Cecil J Picard (CJP) LA4 Early Childhood Grant" are postponed, and the November Executive Committee Meeting (Item 9.09) is being scheduled for November 11th due to the Presidential Election on November 4th.

Class Action Complaint Consultant Contract and Caddo Parish Schools Corrective Action Plan. Dr. Dawkins announced that Dr. Marsh had planned on being present today; however, he was delayed because of travel arrangements through Houston. Because this is a state corrective plan stemming from special education issues and is a state mandate, he asked that it remain on the agenda for board action. He added funding is in place for the first year and we are looking at funding for the second and third years.

PUBLIC HEARING FOR THE NAMING OF THE WALNUT HILL GYMNASIUM

President Burton declared the public hearing open for the naming of the Walnut Hill Elementary/Middle School Gymnasium. Vanessa Sattler, employee of Caddo Public Schools, spoke in support of naming the Walnut Hill Elementary/Middle School Gymnasium for Albert Hardison. Mrs. Sattler shared with the Board her experience as the parent of students at Walnut Hill and as a teacher at Walnut Hill. She stated she has gone to Mr. Hardison as a friend for advice, as a teacher in need, and as a parent for conferences. She said Mr. Hardison has made Walnut Hill a place of great accountability and shared her children's successes at Walnut Hill as well as in college. Mrs. Sattler also shared with the board the many qualities and characteristics that make Mr. Hardison so deserving of this facility being named for him. There being no additional speakers, President Burton declared the public hearing closed.

PRESENTATIONS AND RECOGNITIONS

Burnadine Moss Anderson, executive assistant to the superintendent/communications, on behalf of the CPSB and staff, made the following special recognitions. The president and superintendent greeted and presented honorees with a certificate/award. Administrators, families and friends present were also recognized.

LSU Agriculture Center/4-H Program. Mr. Johnny LeVasseur, County Agent and Parish Chair, briefed the board on what the LSU Ag Center is doing in the new school year, as well as activities that were planned for the youth over the summer. Mr. LeVasseur also extended an invitation to board members to attend the principals' breakfast on October 1st at the University Club. He stated to the board that the LSU Ag Center is committed to working with the young people and he introduced staff members Lola Shuttleworth, Kalem Dartez, and Dr. Patrick Colyer. Board members were also encouraged to stop by and see firsthand what they are doing.

Mrs. Bell announced that Huntington High School has the largest 4-H group: Herndon has the second largest.

8th Grade Academies. Mr. Scott Hughes, Alliance for Education, presented to the Caddo Parish School Board a check for \$17,971.58 as year two of a three-year commitment to pay the teachers and faculties for assisting those students in the lower performing middle schools. He said 8th grade academies were put in place at Broadmoor, J S Clark, Linwood Middle and Bethune Middle Schools, and those students who went through the 8th grade academies passed at a 30% higher level than those who go through the standard ILeap. He said those students who did not pass in the Spring also passed at a higher level.

Hurricane Gustav and Hurricane Ike Emergency Team. School employees in the following departments were recognized for their outstanding work during Hurricane Gustav and Hurricane Ike: Homeless Education (Kimberly Capers, Desie Adger, Rosaline Bryant, Clara Butler, Pittre Walker and Janis Parker), School Nurses (Jann Conell, RN, Shannon Cox, RN, and Marcia Rozeman, RN), Security Patrolmen (Fredrick Mosley, James Meduna and Sean Channell), School Plan and School Operations (David VanDyke, Marcus Hampton, Larry Johnson, Allen Pugh, Leontine Ruffins, George Robinson, Edrick Hill, Noel Prelow, M. J. Thomas, Beatrice Roberson, Robert Berry and Tommy Cole), Transportation (Bus Drivers Roy Gipson, Lois Elaine Adkison, Velma Clark, Betty Perry, Ugunda Keppard, Marlon Muslim), Bus attendants (Dorothy Robinson, Melanie Rodrigues, Lillie Sheppard, Roshica Poole, Lakesha Simpson, Artie Roberson, Pauline Marshall, Gloria Roberson and Shirley Jones), Mechanics (Tal Clark and Joseph Rachal), those on standby (Bernitta Armstrong, Henry Bradford, John Brossie, Tenika Burns, Shelia Clark, Ruby Cooper, Patricia Darnell, Mattie Efferson, Brenda Everett, Diane Gaye, Doris Grant, Connie Harrison, Kenny Howard, Diana Jackson, Kathryn Kessler, Menzell Lewis, Lucille Marshall, Joycwe McDanie, Helen Montgomery, Dorothy Poole, Sherry Sanders, Donat Severin, Louis Wilkerson, Lula Washington, Vickie Wesley and Cheryl Young). Transportation Administrative Assistants (Cynthia Tisby and Amanda Parker), Mechanics (Chris Sylvie, Lee White, Rodney Mosby, John Whitehurst, James Wiggins, Chris Pender, John Gustafson, Franklin Jones, Abraham Johnson, Mark Cornelius, Robert Lacy, Karl Pugh, Jason Dennis and Kenny Howard); and the Central Office Emergency Management Team (Wanda Gunn, Dr. Mary Nash Robinson, Charles Smith, Roy Thomas, Otis Jones, Joe Brown, Cooper Knecht, Mary Trammel, Roy Murry and Dr. Gerald Dawkins). Board members Bonita Crawford, Lillian Priest and Dottie Bell were also recognized for their personal assistance at the shelters.

Next Horizon Louisiana Education Policy Research. Dr. Phillip Rozeman first expressed his appreciation for those who volunteered time in the shelters and thanked the board for recognizing the team of Caddo Parish School employees that stepped up to help in a time of crisis. He stated that he is addressing the board today on the organization Education's Next Horizon, a vision that began with Paul Pastorek before he was appointed State Superintendent of Education. He said Mr. Pastorek envisioned a non government organization of business leaders to work with BESE and the Legislature to address the next steps in State School Improvement beyond accountability and standards. He explained that Mr. Pastorek approached him because of a similar program conducted with advocacy organizations in Northwest Louisiana and they put together a group of people from across the state that had a similar understanding of education as a key to economics and quality of life in the state. Dr. Rozeman reported that regional meetings were held across the state over the past two years to hear what those in the state's communities had to say, as well as top educational consultants. Dr. Rozeman said this organization has a two-fold mission: (1) to help attempt to frame the policy debate and public debate at the state level on education from a business and community perspective and (2) to develop a framework of priorities. He shared with the board a report which delineates thoughts on what is important i.e. early childhood education, literacy for all, high school redesign, turnaround schools and coordinated school health. He said the group believes the need to go beyond talking about policy at a state level and address connecting policy back to the work done at the district level, with their only focus being preK-12 education. Dr. Rozeman highlighted the meetings held across the state with various groups to gather information for publication and distribution to district superintendents, and that this group will have two to three recommendations they will attempt to move forward with BESE and the Legislature over the next year. He also announced that a statewide summit will be held on dropout prevention, then regional summits and local groups. The Education Briefing book was shared with board members on the efforts being made in these areas along with reform

efforts over the past 10 years. Dr. Rozeman noted that the end gain is to see all our children finish high school prepared for college or the workforce.

Mrs. Crawford asked if this program picks up on Vouchers and School Choice? Dr. Rozeman responded there is a chapter in the book on the story of New Orleans which is a factual presentation of what is happening in New Orleans and not part of the major School Choice effort. He said this is outlined to show others outside New Orleans what is happening in New Orleans because we know the state is going in this direction. Mrs. Crawford asked if this is a pro-voucher program? Dr. Rozeman responded it is not, but is an outline of what is happening in New Orleans. He said the education briefing book is neutral and looking at, in context, where we have been over the last 10 years, where we are now, and where we might go in the future, with the idea of educating policymakers as it relates to what has been going on in the past before they make decisions on what to do.

Barry Rachal expressed appreciation to Dr. Rozeman for all he does and has done in the community.

Mr. Hughes noted the Alliance for Education is a founding member of this group and they view the document presented as an historical look at where Louisiana was, where it is today, and an attempt to capture the knowledge of many at the Department of Education before they actually retires and the state begins to change. He said he believes this is an advocate at the state level that will attend many committee meetings, will monitor BESE actions, and serve as a conduit for better information to them and the districts. Mr. Hughes noted, for example, that it doesn't take a position for or against charters, but it tries to capture what has happened with charters and put down factual information.

Ms. Priest asked about the section in the report addressing accountability and standards and the constant need for a reassessment of the state accountability system? Dr. Rozeman noted that this is just common leadership skills to look at programs and determine what works and what does not. He further explained that the College and Career Ready Policy Institute is taking a direct look as to whether or not there needs to be something more than the test in attempting to move the students to where they are ready to be in the world.

VISITORS

Kwame Asante', attorney and SES provider from Baton Rouge, addressed the board as a Supplemental Education Services provider of after school tutoring. He said we all want to have our children be successful and prepared and ready to meet the world. He said this is also seen as an opportunity to provide services at the school as well as partnering with existing programs. He said they look forward to recruiting children. Mr. Asante' noted there are many programs in Caddo Parish that that will be more effective in servicing the community and the children if they have the opportunity to work together. He asked the board to support them in recruiting children and placing them in one of the advanced tutoring programs with those who can help them.

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, stated that to have moral authority as the governmental body is not only an obligation but it is also a privilege. She reminded the board they are viewed as a body of good character and judgment, one that makes the right decisions for the right reasons, and is something you strive to achieve and diligently work to preserve. She said the Caddo Parish School Board is charged with ensuring that every child in the parish receives the opportunity for a quality public education comparable to every other child in the country. This moral authority demands you do everything within your governmental ability to accomplish this, including every child having a capable, qualified teacher in the classroom since nothing impacts academic achievement more than the quality of the instructor in the classroom. She further stated that one way this is ensured is by making certain all available resources are adequately and efficiently used to remain competitive in recruiting and retaining the most qualified instructors available. Mrs. Lansdale stated that the fund balance in reserves suggests there are local resources at the board's disposal and noted that surrounding districts have done what was necessary to maintain quality teachers in the classroom. She said that hoarding funds not for mandates but for recommendations such as GASB and what we might be faced with at some undetermined time, while we have classrooms with day-to-day subs and a shortage of materials and supplies would not engender moral authority. She also noted that in the 2006 bond renewal the public was told to vote yes because we are using your dollars for

teachers and school employee salary and benefits. She also added that those hiring issues continue to plague us, including failing to remove obstacles such as requiring new hires and transfers to have approval of the principals, yet not ensuring that the principal is working during the summer months when this occurs. She asked where is moral authority when the personnel department places employees on *do not hire or transfer* lists based on the fact an employee went out on an approved sick leave that is in the state law and parish policy with a provision allowing local districts to challenge the validity of the sick leave before approving it, but instead administration grants the leave and then unbenownst to the employee, their personnel file comes down with a dreaded yellow dot syndrome that has no known cure? She asked where is the moral authority when a double standard is created between administrators and others as exemplified by the \$8,300 trip taken by Central Office administrators and reimbursed to the district upon the hiring of a certain number of Philippine teachers and how appalling this is to the standard the board holds others to? Mrs. Lansdale noted there are many things right in the district – the vast majority of boys and girls who attend our public schools – but there are issues that must be addressed and no longer ignored, i.e. rewarding employees for degrees and their service with local funding and addressing hiring practices that are harmful to other employees and prevent us from recruiting and retaining quality employees. She also stated that the double standard and accountability between administrators and others can no longer be tolerated, because in the final analysis, the basis for moral authority is simply truth and certain questions need to be asked – are there funds available, have we made our best effort to fill vacancies, have we held all employees to the same level of accountability?

CONFIRM THE CONSENT AGENDA

Mrs. Armstrong moved, seconded by Mrs. Bell, to confirm the consent agenda (Items 7.01-7.04, 8.01-8.03, 9.01-9.02, and 9.05-9.10). Vote on the motion carried unanimously. The following is a summary of the board's action on items categorized as the consent agenda.

Agenda Item No. 7

7.01 Personnel Recommendations. The following personnel recommendations were approved as recommended by the superintendent and submitted in the mailout: (1) Christina Gremillion, instructional technologist; (2) Glenda Johnston, counselor, Ridgewood Middle School; and (3) Ginger Gustavson, counselor, Byrd High School. These appointments will receive the appropriate salary as reflected by the CPSB Salary Schedule applicable to the position to which they are appointed.

Dr. Mary Nash Robinson, assistant superintendent for human resources, introduced the following appointments approved by the board at the August 19, 2008 meeting: (1) Tom Thomas, assistant principal, Herndon Magnet School; (2) Robert Hendrix, assistant principal, Broadmoor Middle Laboratory School; (3) Rosalind Bryant, homeless coordinator; and (4) Carolyn Stevenson, Title I homeless counselor. Administrators, family members and friends present were also recognized.

7.02 Requests for Leaves. The board approved the following requests for leaves as recommended and submitted by the superintendent in the mailout.

Certified Leaves

Leave Without Pay, August 25, 2008-January 5, 2009

Capathia B. Givens, Teacher, Fair Park, 13 years

Leave Without Pay, August 14, 2008-June 2, 2009

Jayne Claassen, Teacher, Arthur Circle, 9 years

Leave Without Pay, October 1, 2008-June 30, 2009

Diane Atkins, Director, Central Office, 25 years

Catastrophic Leave, October 6, 2008-November 14, 2008

Latanya W. Marshall, Teacher, Southwood High School, 19 years

Classified Leaves

Leave Without Pay, September 26, 2008-June 8, 2009

Gary Gafford, Security Coordinator, Arthur Circle, 9 months

7.03 Other Personnel Transactions Report. The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of July 26, 2008 through August 25, 2008 as submitted by staff.

7.04 Renewal of Promotional or Administrative Appointment Contracts. The board approved the renewal of promotional or administrative appointment contracts as recommended by the superintendent and included in the mailout.

Item No. 8

8.01 Bids. The board approved the following bids as recommended by staff and as indicated on the bid tabulation sheets: (1) Tri-State Battery for the purchase of vehicle batteries; (2) Sherwin Williams and Harrison Paint for the purchase of interior and exterior paint; (3) Herff Jones, Inc., totaling \$125,822.20; Rand McNally, totaling \$77,368.55 and School Specialty, totaling \$7,625.62 for the purchase of maps and globes; (4) CPO Science, totaling \$223,314.00 for the purchase of physical science kits for middle and high schools; (5) Valiant IMC, totaling \$24,420.00 for the purchase of multimedia carts; and (6) Smith Supply Co., totaling \$10,879.83 for the purchase of printer supplies for all schools. A copy of the bid tabulation sheets is made a part of the permanent record of this meeting.

8.02 Authority to Hold Annual Salvage. The board authorized staff to hold an auction sale of used furniture and equipment on November 15, 2008.

8.03 Bids (Construction). The board approved the following bid as recommended by staff and as indicated on the bid tabulation sheets: (1) Vanderberg Construction, with a Base Bid and Alternate 1, for the sum total of \$156,992, for Project 2009-200B, T-Building Relocation at Blanchard. A copy of the bid tabulation sheet is a part of the permanent record of this meeting.

Agenda Item No. 9

9.01 General Fund Budget Revision. The board approved the increase in the Dyslexia M&S account by \$26,950 to be equal to the 2007-2008 budget as recommended by staff and submitted in the mailout.

9.02 Approval of Office of Mental Health Contract. The board approved the Office of Mental Health Contract as recommended by staff and submitted in the mailout.

9.05 Class Action Complaint Consultant Contract and Caddo Parish Schools Corrective Action Plan. The board approved the Class Action Complaint Consultant Contract and the Caddo Parish Schools Corrective Action Plan as recommended by staff and submitted in the mailout.

9.06 Special Education Interagency Agreements and Contracts. The board approved the interagency agreements and contracts making it possible for the Special Education Department to offer required services to students with disabilities residing in the parish.

9.07 Proclamation for Character Development Week. The board approved the Character Development Week Proclamation as submitted in the mailout.

9.08 Resolution Calling for a Tenure Hearing for a Tenured Teacher. The board approved the resolution calling for a tenure hearing for a tenured teacher as submitted in the mailout.

9.09 November Executive Committee Meeting. The board approved changing the November Executive Committee meeting from November 4th to November 11th due to the presidential election on November 4th.

9.10 Superintendent's Contract. The board approved that the following fully executed copy of the superintendent's contract be placed into the record.

SUPERINTENDENT EMPLOYMENT CONTRACT

This agreement has been made and entered into on this 11th day of August, 2008 by and between:

CADDO PARISH SCHOOL BOARD, a political subdivision of the State of Louisiana, domiciled in Shreveport, Caddo Parish, appearing herein through its President, Willie Burton, duly authorized to act herein by ~~resolution~~ motion adopted June 27, 2008, ~~a certified copy of which is annexed hereto~~, hereinafter referred to as "Board", and, Dr. Gerald Dawkins, a person of the full age of majority, being a resident of Grand Rapides, Michigan, hereinafter referred to as "Superintendent", both of whom did declare and agree as follows:

WITNESSETH

In consideration of the mutual covenants and benefits herein contained, and on the terms and conditions herein set forth:

1. APPOINTMENT; ACCEPTANCE; TERM

The Board does hereby appoint and employ Dr. Gerald Dawkins who hereby accepts such appointment and employment as Superintendent of Schools for Caddo Parish, Louisiana for a term of three (3) years, commencing August 11, 2008 and ending at midnight on August 11, 2011.

2. CERTIFICATION

The Superintendent shall obtain, hold and maintain throughout the life of this contract, and any renewal thereof, a valid certificate issued by the Louisiana Department of Education certifying that he is qualified to act as parish school superintendent in the State of Louisiana.

3. GENERAL DUTIES OF SUPERINTENDENT

The Superintendent shall devote his entire time, attention and energy to the business of the school system and faithfully perform all the duties and responsibilities of his office as Superintendent, Chief Executive Officer and ExOfficio Secretary and Treasurer of the Board in accordance with the laws of the State of Louisiana and the lawful policies and directives of the Board.

The Superintendent shall have charge of the administration of the schools under the direction of the Board. He shall direct and assign teachers and other employees of the schools under his supervision and shall organize, reorganize and arrange the administrative and supervisory staff, including instruction and business affairs, as best serve the school system subject, however, subject to the approval of the Board. He shall from time to time suggest regulations, rules and procedures deemed necessary and appropriate for the efficient operation of the school system and in general perform all other duties as may be prescribed from time to time by the Board. The Superintendent shall attend all board meetings and provide administrative recommendations on each item of business considered by the Board.

The Board, individually and collectively, shall promptly refer to the Superintendent for study, action and/or recommendation, all criticisms, complaints and suggestions called to its attention. The Superintendent may, with prior approval of the Board President, undertake consultation work, speaking engagements, writing, lecturing, or other professional duties and obligations.

4. SALARY

The Board shall pay to the Superintendent for the first year of this contract an annual minimum base salary of One Hundred Ninety Seven Thousand (\$197,000) Dollars. Such annual salary shall be payable monthly at the rate of 1/12th thereof in accordance with the Board's procedure governing payment of salary to other professional staff members in the school system. If prior to August 11, 2008, the Superintendent travels to Caddo Parish in order to begin the transition process, the date that he provides transition services shall be considered the start date for payroll purposes in order for him to begin receiving benefits in accordance with board policies. During the transition, salary will be provided to the Superintendent based on his daily rate of pay on a per diem basis for each day the superintendent is in Caddo Parish providing services. The Board shall reimburse Superintendent for reasonable travel and hotel expenses for him and his spouse to travel to Caddo Parish for the provision of transition services.

5. SALARY ADJUSTMENTS

The Board may increase the annual salary of the Superintendent during the term of this contract but may not reduce same unless such reduction is part of a uniform plan affecting salaries of all employees of the Board. Except as otherwise provided in this contract, any action by the Board adjusting the Superintendent's salary during the term of this contract, or any

renewal thereof, shall be considered as an amendment to, and becomes a part of this contract, and shall also increase the minimum base salary for each subsequent year by the same amount. Such action shall not, however, be considered as an extension of term, nor a renewal of this contract.

Following completion of the first six months of the initial contract year, the Board agrees to increase the Superintendent's annual minimum base salary by Five Thousand (\$5000.00) dollars, if and only if, the Board deems the Superintendent to have performed effectively during the previous six-month period. The determination of effective performance on the part of the superintendent shall be decided solely by the Board based upon its evaluation of the superintendent's effort and achievement in assessing the school system's needs and in developing an initial plan for the overall improvement of academic performance.

6. PERFORMANCE BONUS

At the end of the 2008-2009 school year and at the end of each school year thereafter, the Superintendent shall be eligible for a performance bonus of up to Ten Thousand (\$10,000.00) Dollars as determined by the Board in its next annual evaluation of him. The Board's determination shall be based upon its evaluation of the Superintendent's performance and the achievement of specific performance measures. Such performance measures shall be designated and agreed to by the Board and Superintendent at or prior to the beginning of each school year in accordance with the provisions of Paragraph 14 of this contract. The performance measures will relate to the various performance indicators contained in the annual School Accountability Report published by the Louisiana Department of Education (for example, academic achievement measured by performance of the school district's students on the annual I-LEAP and other standardized tests) but may include other performance measures or indicators mutually agreed upon by the Board and Superintendent. For the 2008-2009 school year, the performance measures will be discussed and agreed upon at a retreat meeting of the Board and Superintendent contemplated to occur within the first three (3) months after this contract goes into effect. The amount awarded to the Superintendent as performance bonus shall not be a permanent adjustment to his base salary.

No performance bonus is due the superintendent or his estate if prior to evaluation of the Superintendent's performance (1) the Superintendent voluntarily leaves his employment as Superintendent of Caddo Parish Schools, (2) the Superintendent is removed for cause pursuant to Paragraph 10 of this contract, or (3) the Superintendent's contract is terminated due to death, retirement or disability pursuant to Paragraph 17 of this contract.

7. VACATION AND OTHER FRINGE BENEFITS

The Superintendent shall receive twenty-five (25) vacation days annually, exclusive of legal holidays. He shall be allowed to carry over no more than ten (10) unused vacation days per year but may take no more than thirty (30) vacation days in any one year. Prior to his leaving on vacation, the Superintendent shall notify the President of the Board of his absence and designate a person who shall serve as Acting Superintendent during such period. The Superintendent will also receive two (2) urgent personal days each year, which if not used during the year received, shall expire and not be carried over to the following year.

The Superintendent shall be entitled to all benefits of the sick leave policy of the Caddo Parish School Board in effect at the time for twelve month administrative personnel and shall be entitled to accumulate earned sick leave in the same manner as is provided for such employees by the laws of the State of Louisiana and the appropriate policies of the Caddo Parish School Board. Such accumulated sick leave may be used for personal illness and in accordance with the Family and Medical Leave Act (FMLA). In the event that the Superintendent should leave office by reason of death or retirement, then he or his estate will be paid for accumulated sick leave not to exceed twenty-five (25) days.

In the event that the Superintendent should voluntarily leave his position as Superintendent of Schools for Caddo Parish, other than by retirement, before the expiration of the term of this contract or any amendments extending the term of said contract, the Superintendent will forfeit any earned vacation or sick leave.

The Superintendent shall also be allowed to participate in the Board's Group Medical and Life Insurance program available to other administrative personnel and the Board shall pay the same percentage of premiums as it pays for other such employees of the Board.

The Board, in addition to the foregoing payments, shall monthly make all employer payments to the Teachers' Retirement System of Louisiana on behalf of the Superintendent in the same manner as is provided for other administrative personnel under the appropriate policies and procedures of the Board.

The Superintendent shall have the option to purchase a life insurance policy on his life with such insurance carrier as he shall determine that will provide at his election, either term life

insurance or whole life insurance, and the Board agrees to pay that portion of the insurance premium on such policy that does not exceed \$6,000.00 per annum or the Superintendent may direct that said payment be made to an annuity. The Superintendent shall pay any insurance premium cost in excess of such amount. The payment by the Board, whether for insurance or annuity, shall be made only during the Superintendent's term of employment.

8. AUTOMOBILE EXPENSE

During the term of this agreement, the Superintendent shall also be provided the use of an automobile, leased or purchased, insured, and maintained by the Board, and he shall be reimbursed for all actual expenses incurred in the performance of his duties, including gasoline and other automobile expenses, as evidenced by appropriate expense vouchers. All out-of-parish and out-of-state travel shall be subject and paid pursuant to the appropriate administrative policy governing such items. The Board shall also permit the Superintendent to use a car telephone or cellular telephone on a maintenance-free basis for school board business.

9. PROFESSIONAL DUES

The Superintendent shall attend appropriate professional meetings at the local, state and national level, the expenses of said attendance, as evidenced by expense vouchers, to be paid by the Board. The Board expects the Superintendent to continue his professional development and expects him to participate in relevant learning experiences. In that regard, the Board agrees to pay all professional association dues incurred by the Superintendent (such as for the American Association of School Administrators) and agrees to pay such other membership dues as the Board and the Superintendent may agree upon.

The Board also feels that it is in the best interest of the school system for the Superintendent to be an active member in local civic and community organizations. As a result, and in consideration for the salary hereinabove provided for, the Board expects the Superintendent to join such organizations, and to actively participate therein.

10. DISCHARGE FOR CAUSE

Throughout the term of this contract, the Superintendent shall be subject to discharge for good and just cause in accordance with the laws of the State of Louisiana, including LSA-R.S. 17:54, which cause shall include but not be limited to, incompetence, unworthiness, inefficiency, failure to fulfill the terms and performance objectives as agreed upon under this contract, failure to comply with school board policy, or any other conduct which is seriously prejudicial to the school system. Prior to his dismissal, the Superintendent shall have the right to written charges against him, notice of hearing, and a full and fair hearing before the Board. If the Superintendent chooses to be accompanied by legal counsel at this hearing, he will assume the cost of his legal expenses, regardless of the outcome of the hearing.

11. DISABILITY

Should the Superintendent be unable to perform any or all of his duties by reason of illness, accident, or other causes beyond his control, and said disability exists for a period longer than ninety (90) consecutive calendar days following the exhaustion of any current and accumulated sick leave the Superintendent may have earned and accumulated during the term of this contract, the Board may in its discretion, at any time after such period of disability, determine that the disability is permanent, irreparable, or of such serious nature that it is impossible for the Superintendent to perform his duties, and may by written notice to the Superintendent terminate this contract, whereupon the respective duties, rights and obligations hereunder shall terminate.

12. HOLD HARMLESS

The Board shall as part of the consideration of this contract, defend, hold harmless and indemnify the Superintendent from any and all demands, claims, suits, actions, judgments and legal proceedings brought against the Superintendent in his individual capacity or in his official capacity, provided that in the incident giving rise thereto the Superintendent was acting within the scope and course of his employment with the Board. This indemnification shall not include criminal proceedings. This clause shall survive the expiration of this contract.

13. MEDICAL EXAMINATION

The Superintendent does hereby agree to have a comprehensive medical examination once each year, cost of said medical examination to be borne by the Board. The Superintendent must file with the President of the Board a yearly statement from a qualified physician certifying to the Superintendent's physical competency. To the extent allowed by law, this statement or medical report shall be treated as confidential information by the Board.

14. GOALS AND OBJECTIVES

Within three (3) months of the execution of this contract, the Superintendent will develop, in cooperation with the Board and the staff of the Board, school system goals and objectives for the 2008-2009 school year including the means of measuring such

accomplishments. The goals and objectives shall be reduced to writing and be among the criteria by which the Superintendent is evaluated. On or prior to the beginning of each succeeding year, goals and objectives for the next succeeding school year will be established in the same manner and with the same effect as described herein. If the goals and objectives need to be modified during the school year after the school system receives its official state performance report, the superintendent will make the changes and submit them to the Board for approval.

15. ANNUAL EVALUATION OF SUPERINTENDENT

The Board shall initially evaluate the Superintendent's performance in writing no later than thirty (30) days after the Board receives the 2008-2009 Louisiana State School Accountability Report. All subsequent evaluations shall occur annually thereafter, no later than thirty (30) days after the Board receives the previous year's Louisiana State School Accountability Report. The evaluation shall be reasonably related to the job description of the Superintendent and shall be in part based upon the goals and objectives of the school system for the year in question. Should the Board determine the performance of the Superintendent to be unsatisfactory in any respect, the Board shall describe, in reasonable detail, specific instances of such unsatisfactory performance. The evaluation shall include recommendations as to areas of improvement in all instances where the Board deems performance to be unsatisfactory and in any other areas the Board believes improvement is necessary or desirable.

The Superintendent shall receive from the Board written notice of his annual evaluation and shall have the right to make a written response thereto, which response shall become a permanent attachment to the Superintendent's personnel file. The Board shall meet with the Superintendent in executive session to discuss the evaluation no earlier than seven (7) days and no later than the next regularly scheduled Board meeting after the Superintendent has received a copy of said evaluation.

16. MOVING AND TEMPORARY HOUSING EXPENSE

The Board shall reimburse the Superintendent for customary and reasonable expenses incurred in moving his family, furniture, household goods, and related personal belongings from Grand Rapides, Michigan, said reimbursement not to exceed the actual expenses incurred by the Superintendent, as evidenced by appropriate expense vouchers.

The Board shall also reimburse the Superintendent for the reasonable costs of appropriate temporary housing for the Superintendent and his immediate family for up to three months from the commencement of this contract or until the Superintendent has moved into permanent housing, whichever occurs first. Should the temporary housing consist of hotel or other accommodations without usual kitchen facilities for all or part of such period, the costs eligible for reimbursement shall include reasonable costs of meals. The Superintendent must reside within Caddo Parish during such time.

17. RENEWAL NOTICE

The Board agrees to notify the Superintendent in writing, on or before **May 13, 2011**, whether or not it intends to renew his contract for an additional term commencing August 12, 2011, and the terms and conditions upon which it proposes such renewal. If the Board timely notifies the Superintendent that it intends to renew his contract, the Superintendent shall advise the Board in writing, within thirty (30) days of his receipt of said notice, whether or not the terms and conditions are acceptable. When the parties hereto agree upon the terms and conditions, a new written contract, or an extension of this contract, shall be executed as soon as possible thereafter. If the Board timely notifies the Superintendent in writing that it does not intend to renew his contract, then this contract shall terminate at 12:00 midnight on **August 11, 2011**.

If the Board fails to notify the Superintendent of its intention to renew his contract or not to renew the contract, such failure of the Board shall automatically result in an extension of this contract for one year beyond the date of termination, at which time this contract shall terminate.

The Superintendent shall, by certified mail to each Board member during the month of January of the year in which this contract expires, remind the Board of the existence of this automatic renewal clause.

18. TERMINATION OF EMPLOYMENT CONTRACT

This employment contract shall be terminated upon the death or retirement of the Superintendent or upon his discharge for cause. It may be terminated due to the disability of the Superintendent as is hereinabove provided, or by the mutual agreement of the parties hereto.

19. APPLICABILITY OF BOARD POLICIES CONCERNING SUPERINTENDENT

All policies and regulations concerning the Superintendent now found in the policy handbook of the Caddo Parish School Board are incorporated in this contract as if copied herein in full, and the Superintendent agrees to accept and follow those policies and regulations. In the

event that specific conflicts now or hereafter exist between this contract and the policies of the Board, the provisions of this contract shall prevail.

20. SEVERABILITY CLAUSE

If any provision or item of this contract or the application thereof is held invalid or found to be in violation of state and/or federal constitutional or statutory law, such invalidity shall not affect other provisions, items or applications of this contract which can be given effect without the invalid provisions, items or applications, and to this end the provisions of this contract are hereby declared severable.

21. CONTROLLING LAW AND FORUM

The obligations herein assumed by the Superintendent and the Board shall be governed by the laws of the State of Louisiana and the parties hereto agree that jurisdiction and venue for any claim arising under this contract or arising from or related to any act or omission of the Superintendent in the performance of his duties shall be exclusively in Caddo Parish, Louisiana.

22. CHANGES TO CONTRACT

In addition of the aforementioned provisions, it is mutually agreed by the parties to this contract that the Board and the Superintendent may at any time modify, amend or terminate this contract by mutual consent. Any such modifications or amendments shall be in writing.

THUS DONE AND SIGNED by the parties in duplicate originals on the dates hereinafter indicated in the presence of the undersigned competent witnesses and notaries public.

WITNESSES:

CADDO PARISH SCHOOL BOARD

Pharadi Men Anderson
Roy C. [Signature]

BY: Willie Burton
Willie Burton, President

SWORN TO AND SUBSCRIBED before me, Notary Public on this 27 day of June, 2008.

[Signature]
Notary Public

Mary [Signature]
Mary C. [Signature]

[Signature]
Superintendent

SWORN TO AND SUBSCRIBED before me, Notary Public on this 14th day of August, 2008.

[Signature]
Notary Public
18084

ANNOUNCEMENTS AND REQUESTS

President Burton announced that he will be working with the superintendent to schedule a retreat for the board on October 17 and 18.

Superintendent Dawkins announced that he will be providing board members with a copy of *Newsweek* which has an article highlighting Oil City Elementary.

EXECUTIVE SESSION

Student Readmission Appeal Hearings. *Ms. Priest moved, seconded by Mrs. Hardy, to accept staff's recommendation regarding students A.H., D.J., H.I., M.H. Vote on the motion carried unanimously.*

Employee Termination Appeal Hearing. *Mrs. Crawford moved, seconded by Mrs. May, to authorize access to Judith Allen's personnel file in accordance with Policy GBM. Vote on the motion carried unanimously.*

Adjournment. *Mr. Guin moved, seconded by Mrs. Hardy, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 5:50 p.m.*

Dr. Gerald Dawkins, Secretary

Willie D. Burton, President

October 7, 2008

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 5:52 p.m. (immediately following the executive committee meeting) on Tuesday, October 7, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Phillip Guin, Eursla Hardy, Charlotte Crawley, Lola B. May, Bonita Crawford, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present was Dr. Gerald Dawkins, secretary, and Reginald Abrams, legal counsel. Mr. Burton announced Ms. Phelps is out of town. The prayer and pledge were omitted.

PERSONNEL RECOMMENDATIONS

Mr. Ramsey moved, seconded by Mrs. May, to approve the personnel recommendation as recommended and submitted by the superintendent. Vote on the motion carried unanimously.

Dr. Mary Nash Robinson, assistant superintendent of human resources, introduced the following board-approved personnel appointments: (1) Christina Gremillion, instructional technologist; and (2) Glenda Johnston, counselor at Ridgewood Middle School. These appointments will receive the appropriate salary as reflected by the Caddo Parish School Board salary schedule applicable to the position to which they are appointed. Administrators, family and other guests present also were recognized.

APPROVAL OF INTELLECTUAL MATERIAL LICENSE

Mr. Ramsey moved, seconded by Mrs. Armstrong, to approve the Intellectual Material License as recommended and submitted by the superintendent. Vote on the motion carried unanimously.

RESOLUTION AND TGG PIPELINE LTD. RIGHT OF WAY AGREEMENT

Mrs. Crawford moved, seconded by Mrs. Crawley, to approve the resolution and TGG Pipeline, Ltd. right of way agreement at \$300 per rod as recommended and submitted by the superintendent. Mrs. Bell asked where the pipeline right of way is located? Mr. Abrams stated it is located on the Carver property. Mr. Rachal asked Mr. Abrams to explain the legalities of the pipeline negotiations. Mr. Abrams stated he had questions asked on whether or not the pipeline should be negotiated or whether or not it should be paid on a percentage of the amount that actually passes through the pipeline. He explained that TGG is a common carrier under the statute and they have the right of expropriation which means they are not like Chesapeake or others. They are common carriers regulated by the Public Service Commission and under statute they can expropriate. He said they sent their original letter requesting to negotiate for \$9,000.00 or approximately \$100.00 per rod or they would expropriate. He said after negotiating the price of \$300.00 per rod, it was determined it was a good market value and in the best interest of the school system to not go through the expropriation process because it would be difficult to prove the fair market value would be greater than \$300.00 per rod and it would waste time and legal expenses. He stated the negotiations were three times more than the initial offer and he recommends the board approve the resolution and agreement. Mr. Rachal noted that we were able to negotiate what the market value actually is and we save on attorney fees. He commended TGG in agreeing to move forward. Vote on the motion carried unanimously.

RESOLUTION OF CADDO PARISH SCHOOL BOARD REGARDING PIPELINE AND ACCESS EASEMENT IN SECTION 16, TOWNSHIP 15 NORTH, RANGE 12 WEST, CADDO PARISH, LOUISIANA

WHEREAS, a request has been made of the Caddo Parish School Board by TGG Pipeline, Ltd to grant a pipeline and access easement in Section 16, Township 15 North, Range 12 West, Caddo Parish, Louisiana; and

WHEREAS, the Caddo Parish School Board believes granting of the referenced easement is in its best interest,

Now, there, be it:

RESOLVED, that the President of the Caddo Parish School Board, or his designated representative, be and he is hereby, authorized to execute such documents as may be necessary to grant to TGG Pipeline, LTD (f/k/a Texas Gas Gathering Pipeline, LTD) pipeline and access easement affecting property owned by Caddo Parish School Board in Section 16, Township 15 North, Range 12 West, Caddo Parish, Louisiana, in substantially the same form as that Pipeline and Access Easement document attached hereto and made a part hereof by reference.

BE IT FURTHER RESOLVED, that the President of the Caddo Parish School Board, or his designated representative, be, and he is hereby, authorized to issue a receipt to TGG Pipeline, LTD for payment received by the Caddo Parish School Board in consideration for the grant of such easement.

BE IT FURTHER RESOLVED, that the President of the Caddo Parish School Board, or his designated representative, be, and he is hereby, authorized to take such other action and to sign such other documents as may be necessary in connection with said pipeline and access easement.

CERTIFICATE

I certify that the foregoing extract is a true and correct copy of the Resolution authorizing the Execution of such document as may be necessary to grant to TGG Pipeline, LTD (f/k/a Texas Gas Gathering Pipeline, LTD) pipeline and access easement affecting property owned by Caddo Parish School Board in Section 16, Township 15 North, Range 12 West, Caddo Parish, Louisiana, adopted unanimously by the Caddo Parish School Board at its regular meeting on October 7, 2008 and that same has not been modified or rescinded.

Shreveport, Caddo Parish, Louisiana, this 21st day of October, 2008.

/s/ Dr. Gerald Dawkins
Secretary
Caddo Parish School Board

EXECUTIVE SESSION

Tenure Hearing for a Tenured Teacher. The CPSB, represented by Mr. Fred Sutherland, was present for the tenure hearing. Bert Frank Rule nor his attorney were present. Preliminary matters were discussed and the witnesses were sworn in by the court reporter who made an official record of the tenure hearing. *Ms. Priest moved, seconded by Mrs. Crawley, to go into executive session for the purpose of a tenure hearing for a tenured teacher. Vote on the motion carried unanimously.*

Recess. The board president called for a recess for the purpose of setting up the board room at approximately 5:57 p.m. and the board reconvened in executive session at approximately 6:10 p.m.

The board reconvened in open session at approximately 7:20 p.m. Mr. Burton provided the following Verdict Form listing the specific reasons for charges as Willful Neglect of Duty, Dishonesty, Insubordination and Unprofessional Conduct.

Mr. Burton read the following: *“Bert Frank Rule, a Special Education Instructional Specialist and a tenured teacher in the Caddo Parish school system, is charged, under La. R.S. 17:443 with inappropriate and unprofessional conduct, willful neglect of duty and dishonesty during the period October, 2006 through April 4, 2008, specifically:”*

Charge Number 1: Do you find that the superintendent has demonstrated by a preponderance of the evidence that Mr. Rule engaged in unprofessional conduct detrimental to and reflecting on the School System as set forth in Specific Reasons for Charges Section E-1, a through i? *Board members voting yes for Charge Number 1 were Guin, Burton, Crawley, May, Priest, Crawford, Rachal, and Armstrong. Mrs. Hardy, Ms. Phelps, Mr. Ramsey and Mrs. Bell were absent.*

Charge Number 2: Do you find that the superintendent has demonstrated by a preponderance of the evidence that Mr. Rule failed to meet obligations for Proper Use of Sabbatical Leave as set forth in Specific Reasons for Charges Section E-2, a through i? *Board members voting yes for Charge Number 2 were Guin, Burton, Crawley, May, Priest, Crawford, Rachal, and Armstrong. Mrs. Hardy, Ms. Phelps, Mr. Ramsey and Mrs. Bell were absent.*

Charge Number 3: Do you find that the superintendent has demonstrated by a preponderance of evidence that Mr. Rule failed to comply with State law and Caddo Parish School Board Policy for use and verification of sick leave as set forth in Specific Reasons for Charges Section E-3, a through g? *Board members voting yes for Charge Number 3 were Guin, Burton, Crawley, May, Priest, Crawford, Rachal, and Armstrong. Mrs. Hardy, Ms. Phelps, Mr. Ramsey and Mrs. Bell were absent.*

Charge Number 4: Do you find that the superintendent has demonstrated by a preponderance of evidence that Mr. Rule failed to comply with Caddo Parish School Board Policy relative to the authorization and use of vacation days as set forth in Specific Reasons for Charges Section E-4, a through d? *Board members voting yes for Charge Number 4 were Guin, Burton, Crawley, May, Priest, Crawford, Rachal, and Armstrong. Mrs. Hardy, Ms. Phelps, Mr. Ramsey and Mrs. Bell were absent.*

Charge Number 5: Do you find that the superintendent has demonstrated by a preponderance of the evidence that Mr. Rule committed acts of insubordination and willful neglect of duty which were required to be dealt with by the superintendent's staff as set forth in Specific Reasons for Charges Section E-5, a through q? *Board members voting yes for Charge Number 5 were Guin, Burton, Crawley, May, Priest, Crawford, Rachal, and Armstrong. Mrs. Hardy, Ms. Phelps, Mr. Ramsey and Mrs. Bell were absent.*

Charge Number 6: Do you find that the superintendent has demonstrated by a preponderance of the evidence that Mr. Rule committed violations of the provisions of his job description as specifically set forth in Specified Reasons for Charges Section E-6, a through b? *Board members voting yes for Charge Number 6 were Guin, Burton, Crawley, May, Priest, Crawford, Rachal, and Armstrong. Mrs. Hardy, Ms. Phelps, Mr. Ramsey and Mrs. Bell were absent.*

General Findings Number 1: Do you find that the above-referenced conduct and actions by Mr. Rule constitute unprofessional conduct detrimental to the school system in violation of Mr. Rule's duties and obligations as a teacher in Caddo Parish? *Board members voting yes for General Findings Number 1 were Guin, Burton, Crawley, May, Priest, Crawford, Rachal, and Armstrong. Mrs. Hardy, Ms. Phelps, Mr. Ramsey and Mrs. Bell were absent.*

General Findings Number 2: Do you find that the actions and conduct engaged in by Mr. Rule as above set forth are in violation of his duty and responsibility as a teacher to maintain a "high standard of conduct" and be an exemplar and role model for his students? *Board members voting yes for General Findings Number 2 were Guin, Burton, Crawley, May, Priest, Crawford, Rachal, and Armstrong. Mrs. Hardy, Ms. Phelps, Mr. Ramsey and Mrs. Bell were absent.*

General Findings Number 3: Do you find that the actions and conduct of Mr. Rule set forth above constitute willful neglect of duty and dishonesty in violation of the provisions of La. R.S. 17:443 and are sufficient to impose sanctions and disciplinary action up to and including dismissal from his position with the Caddo Parish School Board? *Board members voting yes for General Findings Number 3 were Guin, Burton, Crawley, May, Priest, Crawford, Rachal, and Armstrong. Mrs. Hardy, Ms. Phelps, Mr. Ramsey and Mrs. Bell were absent.*

Mrs. Crawford moved, seconded by Mr. Guin, that Frank Rule be dismissed as a teacher in the Caddo Parish School System and that the superintendent furnish Mr. Rule with a written statement of recommendation of removal or discipline which shall include but not be limited to the exact reasons, offenses or instances upon which the recommendation is based. Vote on the motion carried unanimously. Board members voting yes were Guin, Burton, Crawley, May, Priest, Crawford, Rachal, and Armstrong. Mrs. Hardy, Ms. Phelps, Mr. Ramsey and Mrs. Bell were absent.

Adjournment. *Mrs. Crawley moved, seconded by Mr. Guin, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 7:29 p.m.*

Dr. Gerald Dawkins, Secretary

Willie D. Burton, President

October 7, 2008

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m., on Tuesday, October 7, 2008 with President Willie Burton presiding and Bonita Crawford and Lillian Priest present being a quorum. Other school board members present were Phillip Guin, Eursla Hardy, Charlotte Crawley, Lola B. May, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Dr. Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mr. Guin recognized Dr. Gerald Burrow, Principal of Ridgewood Middle School who led the prayer and Mr. Guin led the Pledge of Allegiance.

PRESENTATIONS

Government Accounting Standards Board GASB 45. Dr. Gerald Dawkins introduced Mr. Randy Watson, director of insurance, to report on the Government Accounting Standards Board, GASB 45, which is the federal agency that regulates our financial statements. Mr. Watson explained that GASB is how we regulate and record the retirement benefits of employees and when a person is actively employed, we take contributions from their pay, Caddo matches the contributions, sends those funds to the state retirement system to begin drawing interest and then retirement benefits are paid directly from the retirement system when the employee retires. He explained how insurance is handled differently; it is managed and paid directly by Caddo. Mr. Watson presented to the board three general recommendations from GASB: 1) require us to calculate the future value of our health care and life insurance cost for retirees, 2) strongly recommends a trust be set up to start funding in advance and 3) at a minimum, report the results to the public at least every two years. Mr. Watson stated that health care costs have continued to rise year after year. He also explained the Federal government has told us which approved licensed actuaries we could use to do the predictions of our true liability. He stated that he and the director of insurance, Jim Lee, have worked with Milliman during the course of the past year to supply the needed data and verify findings. Mr. Watson stated Caddo will have \$1,638,613.705 of unfunded liability that will hit our financial statements if we do nothing. He stated if we start putting money away now in a legal trust, allow it to earn interest, we can reduce our liability significantly. He said what we will have to record on our financial statements each year is the Annual Required Contribution (ARC) and that figure would be \$117,376,500 this year. He said we are allowed to back out our current retiree premium payment which we are estimating at \$22 million which leaves us at \$95 million to fully fund the trust. Mr. Watson explained the advantages of funding. He projected that within two years our Statement of Net Assets will be negative because of having to record these values which could affect the cost of our existing and new bond issues. He also explained how the private sector had to implement these regulations several years ago and now the majority of the private sector employers do not offer retiree health benefits. Other advantages of funding are: 1) more secure benefits to retirees, 2) lower plan costs (higher return on assets than general fund), 3) lower account liability and expense, and 4) reducing potential impact of OPEB (Other Post Employee Benefit Obligations). He is currently recommending Caddo create a legal trust to start partially funding OPEB obligations, move the existing funds previously set aside by Caddo into this trust, automatically transfer all future retiree drug subsidy payments to the fund, and approve the minor plan changes recommended in this year's insurance renewals. He stated that in the future he will come back to the Board to look at retiree premium vesting, benefit changes, Medicare options and explore the impact of any changes that might create job-lock and recruitment challenges. He said future recommendations are to evaluate future mineral lease royalties for partial funding, evaluate contributions from the annual budget for partial funding and evaluate health insurance plan design changes at least every two years when we report to GASB. Mr. Watson recapped his presentation by stating the law now requires Caddo to make balance sheet and income statement entries to our future liability although they are not requiring us to fund it.

Mrs. Priest stated that at the present time she is uncomfortable with the financial situation with the economy and questioned what will happen if we put it in an investment, will it be safe? Mr. Watson responded that we could put it in totally safe investments. In addition, Mr. Lee advised that the School Board has limitations set forth by the State, what they will allow us to invest in, such as U. S. Treasuries and U. S. Bonds that are backed by the Federal government. He stated we are restricted and are not allowed to invest in risky investments.

Mrs. Crawley asked what is the date we will have to start listing it as a debt in our budget? Mr. Lee stated the annual financial statements that will be issued by the auditors effective this past June 30th will have to reflect this liability.

Insurance Renewals. Mr. Randy Watson gave a presentation on the Caddo Parish School Board 2009-2010 insurance renewals on behalf of the employees. He explained that Caddo has essentially two types of plans, employer contributions which are health and life, and voluntary which is where the employee funds the entire amount. He stated that unlike other voluntary plans, ours are group plans and we negotiate on behalf of our employees where premiums are based on our actual claims and not grouped in with other groups. Caddo offers voluntary insurance plans for dental, disability and cancer. He stated our renewals have been negotiated for two years in a row and the current trend is showing an 11% increase on our insurance. He recommended some minor changes to our benefits, one being moving the Advantage Blue Point of Service Network to the HMOLA Network which will result in the elimination of referrals and allow Direct Accept to providers with no reduction in benefits. Mr. Watson announced Caddo will have an 8% decrease in dental insurance premiums, no benefit changes and a two year rate guarantee; Trustmark, our life insurance company, has rescinded our renewal and needed a 31.9% increase and offers were taken from other insurance companies, therefore he recommends we change our life insurance company to Standard Life Insurance Company who will fore go the 31.9% increase. Standard Life Insurance will guarantee no increase for three years and also implement a similar premium stabilization fund like we have with our health and dental plans. Mr. Watson explained that Standard Life Insurance specializes in government sector accounts and will also handle our disability insurance with an 8% decrease in premiums, a three year rate guarantee and also a premium stabilization fund. He stated our cancer plan will go down 5% this year with a two year rate guarantee. He explained that employees can select a range of coverage and most will experience a net decrease in premiums. He explained the total charges that providers bill us and the discounts that the providers write off. He said by moving to the HMO Network, the discounts will be greater. He explained the two pharmacy changes 1) Quantity Per Co-pay (QPC) maximum to a 30 day supply and 2) eliminates the \$2,000 annual maximum out of pocket for prescription drugs. He also went over the state mandated benefit changes. He stated Blue Cross is offering a two year rate guarantee with a two year commitment that would guarantee our April 1, 2010 increase not exceed 9.1%. He stated Caddo will pay approximately 75% of the total increase with the employee share ranging from \$2.48 to \$23.68 depending on their coverage. He explained the Accidental Death and Dismemberment supplemental plan will no longer be offered by UNUM and Caddo's group life pays for natural death or accidental death. Mr. Watson summarized that employees will experience a net decrease in premiums in 2009, benefits will stay the same or increase, all plans offer at least a two year premium guarantee, health, dental, life and disability plans will all have premium stabilization funds and all our voluntary plans are managed as group plans with premiums being established based on claims versus community related products. He stated this will help assure our employees/retirees will be receiving some of the best benefits at the lowest premiums.

Mrs. Bell questioned the change for co-pays. Mr. Watson explained the difference between having a prescription filled through mail order versus going to the pharmacy. He stated that through mail order you can get a 90 day supply for the price of two co-pays while going to the pharmacy, retail, you can only get a 30 day supply, therefore you would have to pay a co-pay every month when you fill your prescription retail.

2008-09 Pay Raise Recommendation. Mr. Jim Lee, director of finance, presented options for a local pay raise. He estimates Caddo is on track to get a \$1 million increase in sales tax revenue this year. He also said general fund will receive an increase of approximately \$7.9 million in MFP funding, for a total of \$8.9 million in recurring revenues. He reviewed costs in the following areas; CPSB share of health care costs for new employees, academic assistance to schools, rising cost of fuel and utilities, maintenance costs, food service costs, and property/casualty insurance costs. Mr. Lee presented Option A which increases the teacher salary schedule \$750.00 across the board. He explained this will be adjusted for the actual number of days worked. In addition, on the teacher salary schedule, increase experience levels 0-3 years an additional \$500.00, experience level 4 an additional \$250.00, and experience level 5 an additional \$200.00. Mr. Lee explained in Option A, a salary increase of \$500.00 for all support staff employees. He stated the total recurring cost to the general fund would be approximately \$5,533,000.00. He explained Option B is similar to Option A, with the only change being to give an increase to the certified employees based on their degree, Bachelors

degree \$750.00, Masters degree \$800.00, Plus 30 \$900.00, Specialist \$1,000.00, Doctorate \$1,100.00. He stated the increase for 0-3 years would still get an additional \$500.00, level 4 an additional \$250.00 and level 5 an additional \$200.00. He said Option B would still offer \$500.00 for all support staff employees. He stated the total recurring cost to the general fund for Option B would be approximately \$5,701,000.00. Mr. Lee stated that he had received several requests to change the amount for a Masters degree to \$850.00, which would be approximately \$50,000.00 extra. Mr. Lee concluded by stating Option B would be his recommendation.

Mr. Burton questioned whether Mr. Lee's recommendation includes the change to \$850.00 for a Masters degree? Mr. Lee responded yes.

Mr. Rachal recognized the administration and board for budgeting accordingly where sales taxes are concerned, especially since the city is floundering.

Mr. Guin thanked Dr. Dawkins and staff for bringing a viable presentation on a way to do pay raises in the system rather than an across the board pay raise especially given the way our salary schedules are set up. He stated his appreciation for the work and the effort that went into it.

Mrs. Armstrong asked if we make the change in Option B to the \$850.00 for the Masters degree, are we saying that having a Plus 30 will only be a \$50.00 difference? Mr. Lee stated that she is correct. He stated the only request he received was the change to the Masters degree.

Mrs. Bell complimented staff and Dr. Dawkins. She reminded the Board of what happened in Dallas and thanked staff for doing a good job.

Mrs. Crawley stated she did not follow the logic for the CPSB share of health cost benefits for new employees, is there a larger health care payment that we have to make or are we adding more employees to our system? Mr. Lee explained that we hire approximately 300-500 new teachers every year. Mr. Watson explained the majority of them retire and keep their insurance and retirees are increasing, in 1997 we had 1,900 retirees and today we have 3,300 retirees. Mrs. Crawley also said she wanted the \$850.00 for the Masters degree because it doesn't say much for someone who loves learning and education to teach for 20 years and keep a Bachelors degree. She said she thinks you should get a Masters and once you get a Masters those folks start looking at central office and she stated she wants the highest degreed people we can keep in the classroom. She asked how \$1,250 for 0-3 level teachers compares to 6 year teachers? Mr. Lee stated that someone with zero years of experience will get a \$1,250 pay increase, someone with level 6 will only get \$750. Mrs. Crawley asked what are the salaries, as you would not want a 5 year teacher to come in making more than a 6 year teacher? Mr. Lee explained level 5 only got a \$200 increase for that very reason. Mrs. Crawley stated she would like to know why teachers leave our system? Mrs. Crawley suggested the new teachers get the \$500.00 on their first day of school as they work three required days prior to school starting. She stated they need the additional money at the beginning and many do not take advantage of the loan. Dr. Dawkins thanked Mrs. Crawley for her questions. He stated that we certainly want to pay people for the work they do and pay people up front. He explained that we will be looking at the whole process so we can respond to the needs of new teachers up front. He also stated he too would like to know why employees leave our system, and he will be asking the personnel department to put together an exit interview with employees who leave us to find out this information. He stated we will be looking at the structure of how and when we pay employees.

Mr. Ramsey asked Mr. Lee how Caddo estimates additional sales tax revenue? Mr. Lee stated he receives reports from the Chamber, the City and the Sales Tax Commission on what revenue is generated by retail sales. He stated we budgeted a 3% sales tax increase last year and this year we estimated 1-1.5% growth which equates to \$1 million more and we have been receiving more each month than estimated. Mr. Ramsey expressed his appreciation for the work done and understands there are other systems laying people off and Caddo has experts in house to answer the questions.

Mr. Burton asked if the \$500.00 proposed for support staff will be given in one check? Mr. Lee stated it will be a permanent pay raise, it will be spread out, retroactive to July 1st, not a one time supplement.

Mrs. Hardy also thanked the staff and Dr. Dawkins for all their hard work and knows all the employees will appreciate all the effort.

Mr. Guin stated that on the issue of seniority, Caddo has to catch up with regards to beginning teachers salaries. He stated that in the past we have given teachers across the board percentage pay raises and now we have gotten to a point where we are not competitive with our starting teacher pay. He said this is an opportunity for us to catch up. Mr. Guin explained the teachers salary schedule is set up to where a beginning teacher makes one figure, a 5 year teacher makes more money and a 10 year teacher makes more money. He said when you give a percentage across the board you are giving a higher dollar figure to a 5 and 10 year teacher than you are to a first year teacher and when you do that over a period of time using the salary schedule it puts us in a bind. He stated Option B rewards the beginning teachers in order to play catch up.

ESTABLISH THE AGENDA FOR THE OCTOBER 21, 2008 CPSB MEETING

Superintendent Dawkins highlighted the agenda items being presented for the board's consideration at the CPSB meeting on October 21, 2008 and the following discussion ensued.

Update on Bethune and Other AU Schools. Dr. Dawkins announced we will have an update on the AU schools and we have had teams visiting during the past several weeks and State Superintendent Paul Pastorek will be here to address the board with some summary items.

General Fund Budget Revisions. Mr. Rachal asked about information supporting the \$60,000.00 revision for Shreveport Job Corp. He said he could not locate the supporting documentation and what are the justifications for the revisions? Mr. Lee explained that during the budget process this past year, Job Corp was discussed at length. He said their budget was reduced \$60,000.00 and after discussions with Job Corp representatives, Mrs. Flowers and Mrs. Gunn, Caddo is in the process of changing the relationship we have with them. He stated Job Corp will now be providing instructional time to Hamilton Terrace students, therefore it has been agreed to restore the \$60,000.00 to the amount we fund for them. He said the \$60,000.00 is for one position that had been eliminated and now the position is restored.

Mrs. Crawford asked if they are restoring a staff position or doing more work? Mr. Lee explained that in the past Job Corp could not show they were doing a lot of work with Hamilton Terrace students and now they are going to provide the services. He said it is basically putting the funding back.

ADDITIONS

Dr. Dawkins asked that agenda items be added to the October 21st agenda titled *2008-09 Pay Raise Recommendation, GASB 45 Reporting Requirements Other Post Employee Benefit (OPEB) Obligations, and Group Insurance Renewals.*

Mrs. Crawley asked that an item be added titled *Purchase of Properties Adjacent to C. E. Byrd High School.* She also asked when will the RFP for Update on Salary Schedules and Job Descriptions be placed on the agenda? Dr. Dawkins responded that staff is still putting together the RFP and it should be brought to the board in November.

Mr. Burton asked that items under the Superintendent's Report be put on for information only and agenda items could be placed on the agenda as needed.

CONFIRM THE AGENDA AND CONSENT AGENDA

Mr. Burton recommended items 7, 8, 9.01, and 9.04-9.06 as the consent agenda. *Ms. Priest moved, seconded by Mrs. Crawford, to approve the proposed agenda and consent agenda for the October 21, 2008 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, expressed her appreciation to Dr. Dawkins for his spirit of inclusion of the professional organizations in meetings. She also expressed her concern for not receiving information on the pay increase, nor

did she receive anything on GASB, nor the insurance renewals in the Board packets. She stated it is understood that it is public record information and she would not like to see a reoccurrence of that practice as she provides a voice to the employees. She addressed the board on how Caddo compares with the districts surrounding us on teacher pay. She explained that with the additional monies we will be comparable to Bossier Parish but DeSoto Parish will outstrip us by approximately \$3,000.00. She said Caddo's webpage states we have the highest paid teachers in the state and she believes it is inaccurate. Regarding the pay issue, she said we face different rigors than other parishes, that we are a different type of system. She stated that we can not pay the same as, nor can we pay less than, we have to be able to up the ante to avoid losing teachers to the surrounding districts. She stated that we have had a failed policy on this for 8 years and she was glad to see the district change to putting in salary lanes instead of indexing and driving the salaries up at the top. She said we will have to seriously look at what we are going to do with our salaries in this district, not patting ourselves on the back. She stated she is sounding the bell because something is going to have to happen. She said as a district Caddo chose not to include the most important resource we have in the last bond. She said other surrounding districts did that; that is called failed policy. She said it is time we start to redirect some of those things. She brought to the board's attention that it says on our webpage we have a discipline policy that is uniform across the parish but she disagrees. She said it is a great policy but there are minor and major infractions in elementary, middle and high schools. She stated there is nothing in the parish policy that addresses a student who verbally abuses a teacher in the classroom but it continues to go on in the schools. She said when Caddo starts to address discipline in classrooms, overcrowding situations, bringing students from failed schools and not bringing resources with them; its those types that paying the same as is not going to get it. She stated you will continue to see the drain of our best and our brightest.

Gail Griffin, librarian at A. C. Steere Elementary Schools, asked the board to consider employees with a double masters when they review the pay raise for teachers. She also thanked the board, as an individual, for funding the new A. C. Steere library. She said the library will be state of the art and asked for funding for the necessary technology for the library.

Adjournment. *Mrs. Crawford moved, seconded by Ms. Priest, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 5:52 p.m.*

October 21, 2008

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at approximately 4:30 p.m. on Tuesday, October 21, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Phillip Guin, Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins and Legal Counsel Reginald Abrams. Mr. Guin led the prayer and Pledge of Allegiance. Mr. Burton announced that Mr. Ramsey was out due to surgery.

Mr. Guin asked to recognize Larry Ramsey on this inaugural night of the first meeting to be recorded for television broadcast. He stated Mr. Ramsey was responsible for this happening.

CONSIDERATION OF MINUTES OF THE SEPTEMBER 16, 2008 AND OCTOBER 7, 2008 CPSB MEETINGS

Ms. Priest moved, seconded by Mrs. May, to approve the minutes of the September 16, 2008 and October 7, 2008 CPSB meetings as submitted. Vote on the motion carried unanimously.

ESTABLISH THE AGENDA AND CONSENT AGENDA

Superintendent Dawkins highlighted items for consideration and requested the personnel recommendation for the Director - Child Welfare and Attendance/Census be pulled from Item 7.01 and Item 9.07 GASB 45 Reporting Requirements Other Post Employee Benefit (OPEB) Obligations be postponed. Dr. Dawkins asked to make a brief statement regarding Item 9.05 2008-09 Pay Raise Recommendation. He stated that in 2007-08 Caddo paid \$226 million in salaries and \$82 million in benefits from the General Fund. He said we still have work to do with schools and employees, and he will be looking at working conditions that effect employees in our schools. Dr. Dawkins stated that he is particularly concerned about the discipline code and its enforcement and he will also be looking at the policies and enforcement in the building and at the district level for consistency for everyone. He said he wanted to make sure that was a part of the motion for the pay raise recommendation. Mr. Burton announced that Items 7, 8, 9.01, 9.04-9.06, and 9.09 are the consent agenda.

Dr. Dawkins stated he was proud to announce that Staci Thomas, teacher at A. C. Steere Elementary School, is a Milken award winner. He said the Milken award is the Academy Award of teaching and she will be receiving \$25,000.00. He also recognized the Transportation Department for being named in the top 100 bus fleets in the United States by School Bus Fleet. Caddo is number 54 in the nation.

PRESENTATIONS AND RECOGNITIONS

Burnadine Moss Anderson, executive assistant to the superintendent/communications, on behalf of the CPSB and staff, made the following special recognitions. The president and superintendent greeted and presented the honoree with a certificate/award. Administrators, families and friends present were also recognized.

Blue Ribbon Schools of Excellence. Mrs. Anderson announced that two Caddo schools have been named as Blue Ribbon Schools of Excellence. They are Caddo Middle Magnet, Louis Cook, principal, and Caddo Magnet High, Mary Rounds, principal. She stated both principals are in Washington to receive their awards and they will be recognized by the Board at a later meeting.

National Community Development Association Essay Awards. Nina Dias, student at Captain Shreve High School, and La Neshia Danielle Pleasant, student at Green Oaks High School, were recognized as award winners for their essays written on "Community Changes for a New Generation" at the National Community Development Association Conference on October 8, 2008. They will be receiving a \$1,000.00 scholarship provided by the National Community Development Association and Capital One Bank.

National Council of Teachers of English Writing Awards. Sutton Davison, Taylor Prothro and Anna White, seniors at C. E. Byrd High School, received Achievement Awards in Writing

from the National Council of Teachers of English. Students are nominated during their junior year from all 50 states and seven winners were from the state of Louisiana, three being from Caddo schools. Ms. Debra Guillot and Mrs. Kathy O'Neal, teachers from C. E. Byrd, were recognized, along with Jerry Badgley, principal.

School Health Award. Oil City Elementary School was selected as the recipient of the annual School Health Award for the 2007-08 school year sponsored by the State Board of Elementary and Secondary Education and the Louisiana Department of Education. Mike Irvin, principal, and staff were recognized at a reception in Baton Rouge on October 16, 2008. The School Health Award was created to recognize activities around the state that encourage students to develop lifelong healthful eating and physical activity habits.

Caddo Outstanding Support Employees. The following Caddo Parish support employees were recognized as outstanding support employees of the year in their respective divisions: (1) Flossie Ward, A. C. Steere Elementary, outstanding elementary support employee; (2) Margarite Smith, Bethune 6th Grade Academy, outstanding middle school support employee; (3) Larry Davis, Caddo Career and Technology Center, outstanding high school support employee; (4) Jennifer Whitaker, Academic Affairs Division (Instructional Center); (5) Mittie Beasley, Human Resources Division (Information Service Operator); (6) Virgin Rachal, Support Services Division (Transportation); and (7) Deborah Lohnes, Superintendent's Division (Board Secretary).

Caddo Teachers of the Year and Finalists. Mrs. Anderson recognized the following teachers of the year finalists in their respective categories: Natasha Whitehorn, Northside, elementary finalist; Karan Hall, Summer Grove, elementary finalist; Christine Dunn, Caddo Middle Magnet, middle school finalist; Toby Lynn Quarles, Herndon Magnet, middle school finalist; Stephanie King, Northwood, high school finalist; Lekisha Graham, Booker T. Washington, high school finalist. Also recognized were the Caddo teachers of the year: Charlotte Hinson, Eden Gardens, elementary winner; Cassandra Sweet, Linear, middle school winner; and Ruby Blackwell, Caddo Magnet High, high school winner.

Dr. Dawkins announced Superintendent Paul Pastorek will be presenting at today's meeting and was running late. He requested Dr. Mary Nash Robinson recognize Caddo personnel appointees from the October 7, 2008 meeting.

Personnel Appointee. Dr. Mary Nash Robinson, assistant superintendent for human resources, introduced the following appointment approved by the board at the October 7, 2008 meeting: (1) Robert Silvie, principal, Fair Park High School. Administrators, family members and friends present were also recognized.

Dr. Dawkins introduced State Superintendent of Education, Paul Pastorek, accompanied by Dr. LaVonne Sheffield of the Recovery School District in New Orleans. Superintendent Pastorek expressed his appreciation to the board for the invitation and time to speak. He stated he was here to tell the board where we are in the process, timing wise, so the board will know where they stand. He said he has been going through discussions with Caddo since April of this year, shortly after decisions were made regarding eligibility for placement in the Recovery School District in February. He reminded the board that a meeting was attended by the board president and superintendent in April, discussing the kinds of things they thought Caddo should be thinking about as preparations were made for the potential that some Caddo schools may become eligible for the Recovery School District. He stated at the time there were approximately 47 schools that looked like they would be eligible and about 15 school districts, but a number of school districts had begun to make changes and the numbers went down to 32. Superintendent Pastorek said the last formal discussion was about 45 days ago with Dr. Sheffield and staff talking about the 10 schools that are eligible. He said discussion was about Caddo Parish School Board plans and the important ideas put on the table about how we might approach the handling of the schools going forward. He stated that feedback was provided and suggestions were made at the time, and he has since met with Dr. Dawkins and talked candidly about the situation and plans for Caddo. He said he wanted the board to know that there are no preconceived notions about which schools would be placed in the Recovery School District or not. Superintendent Pastorek shared his findings, what he has seen at some of the schools, and what some of the challenges are. He said he will be meeting with Dr. Dawkins again in a couple of weeks and he would like to see the best plan the board could put forward. He stated the plan will be

considered at that time and then they would make their final decision. He reiterated that no decisions have been made at this time. He also stated that Bethune has been visited and Dr. Sheffield will be discussing it as well. He then introduced Dr. LaVonne Sheffield, superintendent of the Recovery School District.

Dr. Sheffield presented a Power Point slide presentation. Dr. Sheffield stated she is covering four points: 1) What is the Recovery School District of Louisiana?; 2) Overview of Caddo data; 3) Why is RSD-LA reviewing your schools? and 4) What process is RSD-LA going through now? She explained the RSD-LA is a state operated district, composed of schools with School Performance Scores less than 60. She said the RSD-LA attempts to use all opportunities to make sure schools are successful and all children achieve at a high level. She gave options the RSD looks at: 1) Memorandum of Understanding; 2) RSD Managed School; or 3) Charter School. She gave an overview of Caddo's demographic data which is a Two Star school district. She then moved to the ten AUS4 schools. She said they range on the SPS of 45.5 to 56.2, 98% African American, and have a higher than normal population of students with disabilities of 18.1%. She said in these schools in excess of 60% of the students do not read nor compute at grade level. She compared the School Performance Scores of the ten schools from 2004 to 2008, some only moving a few points, some staying flat, and some going down. She reviewed the AUS4 schools' student enrollment, out of school suspensions, percentage of certified teachers, percentage of teacher turnover and teacher absences per year. She also explained the data received on English Language Arts and Math. She stated in 2006 75% of the 3rd grade students were not reading at grade level and 76% of the students were not computing at grade level, with very little improvement in 2007. She then gave statistics on the 4th – 10th grades in math and reading. She said the aim goal is to have 80% of students reading and computing at basic and above. She reported they gave the board a profile of the district: school test scores; student attendance; teacher attendance; school and community climate; interviews of administrators, teachers, students and parents; and previous audits of the schools. She reported on the meeting between State Superintendent Pastorek, Dr. Dawkins and staff where the district was provided the opportunity to present Corrective Action Plans and updates to LDOE staff in response to recommendations provided by the Department of Education staff. Dr. Sheffield explained they have three teams doing follow-up monitoring in the schools utilizing last year's school audits as the baseline. She said they are compiling all the site reports, school data, SPS scores, and the district's plan to transform the current school environment. She said recommendations will be developed and submitted to Superintendent Pastorek who is obligated to move forward to BESE at their December meeting. Dr. Sheffield assured the board that no decisions have been made at this time. She also explained that Bethune is under a Memorandum of Understanding and part of that process is a bimonthly monitoring of the school, to provide a report with recommendations in terms of what should happen in the school, then go back at two week intervals in part to develop a professional development plan based on their findings. She explained that her job is not just to tell us what is wrong, it is to help us fix what is wrong. She stated they are here to provide resources, coaches, whatever is necessary to ensure the success of Bethune and all Caddo schools.

Mrs. Bell questioned the site report on school data. Dr. Sheffield explained the data was provided to the superintendent and the site report is not completed yet, and the schools are still being monitored. Mrs. Bell asked when will the next step begin? Dr. Sheffield explained that they are currently in the next step, doing the follow-up audits, meeting with all the parishes, awaiting reports of the audits and once findings are compiled a recommendation will be given to Superintendent Pastorek during the first or second week in November. She said then Mr. Pastorek will make his recommendations to BESE. Mrs. Bell asked Mr. Pastorek for data on what New Orleans has done that would convince her the takeover is the best thing for the system. Mr. Pastorek responded he would be happy to get the scores, stating that in the Recovery School District, the traditional operated schools not Charter schools, the scores went up in every test subject, in every grade level, in every school. Mrs. Bell questioned routing the scores. Superintendent Pastorek stated that you should look at the trajectory of the scores, the growth or decline over a five year period. He gave the example of Barret Elementary having 70% of their students who can't pass the LEAP in English Language Arts or math for five consecutive years, Caddo Heights Elementary has basically stayed flat, Oak Park's trajectory is up in the last year which is a good sign and one he would like to see continue, J. S Clark has stayed flat below 50 which is about 90% of the students failing in their subject matter, Linear Middle has a steady trajectory at 53, and many more in the 40's which is a bad situation for students. He referenced some of the scores in the Recovery School District being well over 60 in only two years. He

stated he would get the data to Mrs. Bell. He also said the real issue is to see what Caddo can do with the available resources. He said the human capital, personnel, may need to change in the schools. He asked if the same leadership has been in the school and there has been no growth or movement, what is Caddo's plan, are you going to keep that leadership team in place or make a very different change? He said if that is the case, he needs to hear about it but it will not be acceptable to have the same team. He stated he will be very interested in seeing if Caddo is going to make really hard decisions and if not, then he can make the hard decisions easier as the law allows it.

Mrs. Bell stated since we have a new superintendent, she understands he is going to give us a chance to present a plan making changes. Mr. Pastorek stated that is correct and he has offered two chances already. He explained that it is not the most exciting thing to say that I'm going to take all the lowest achieving schools in the state and fix them, that is a high risk proposition. He said he would rather this board and new superintendent take control of its own affairs. But he said the condition of these schools is very poor. He said if Caddo puts together a dramatic change in the picture it will be taken into account. He reminded the board that in April he met with the board president and Mrs. Gunn and asked them to consider charter schools. He gave an example of a charter school in Monroe which is one of the best performing charter schools in the state. He said it is a public school, gets public money and it has to perform the same kind of results that are measured here. He stated they actually have more control over them because they have to perform in three years or they go out of business. He also stated that local communities run charter schools, not school boards. He said Caddo will have to do something dramatically different if they don't want schools taken over. Mr. Pastorek stated charter schools should be considered. He said you must consider things you have never considered before because if you don't, you won't get a positive result. He said there are thousands of students at stake and if Caddo doesn't take charge over it, he will.

Mr. Burton reminded the board that Dr. Dawkins is in dialogue with the state superintendent and his cabinet and if you have questions please ask them, but not to debate.

Mrs. Armstrong thanked Superintendent Pastorek and Dr. Sheffield for sharing information with the board. She asked if there is a possibility there will be another type of formula composed that will refigure the academic portion of the testing and the improvement or decline, taking out or reassessing that the scores are figured when we put in the component for special education and attendance? She stated we put these schools which have a higher number of special ed situations and students into the formula as opposed to schools with little or no special ed participation. She also said in terms of attendance, we do everything we can as educators to get our parents to have their children there, short of going to their homes and picking up the children, we can't make them come to school. She asked if there is any consideration for another type of formula? Mr. Pastorek stated that he doesn't think there is any consideration for another type of formula based on how feeder patterns are set. He praised the board on the changes in the feeder pattern for Bethune. He said what you have to do is to look at the special ed population and how it cumulates that way. Superintendent Pastorek addressed the issue of truancy, and he stated the new effort to address truancy in this community is impressive. He said he understands that attendance is challenging but if we have a school that is truly working, kids come to school. He said the formula is taken into account but Caddo is in control of its own destiny and it is time to address those types of questions. He also explained that ideas have been shared with staff, such as extended day, extended year, having a curriculum instruction model that translates from school to school because of high mobility rates, and use of Title 1 monies effectively. He said Title 1 monies have not been used very well and he will be looking at how Caddo will be using these resources. He said he will not just be looking at the numbers, he wants to know what Caddo is doing with their resources, who controls it, does the principal have a say? He addressed autonomy for the principal over resources, staff, truancy approach, and the approaches for special ed. He said there are hard questions to answer and if there is no dramatic change, the outcome is predestined.

Dr. Sheffield commented from the educational perspective, it is our obligation to take children from where they are to someplace better. She believes there are programs that can be tailored for special ed students that can move them beyond where they are. She said when we point to special ed to say that is the problem, it is not the problem. It is not a child problem, it is an adult problem in terms of how we organize youngsters to be successful. She said part of what the superintendent wants to do is ensure all children can be successful. She asked how can we

partner and make it better for all students? She also explained that the law tells us, No Child Left Behind, we must include special ed populations in any calculations. Mrs. Armstrong expressed her agreement with Dr. Sheffield and stated when scores are figured it affects overall ending results.

Ms. Priest thanked the superintendent for coming and assured him Caddo also wants to ensure all children are successful. She said back in April, Caddo participated in a conference call with the state and we were told to submit a reconstitution plan for those 10 schools, she asked what the status of the reconstitution plan is that was submitted on May 9th? She questioned Superintendent Pastorek on his comments about human capital, asking what are some other items you can share with us? Also, she asked him to share with this board the states track record of those schools in the RSD as it relates to unsatisfactory and approaching basic, and basic and above. Dr. Sheffield responded the reconstitution plan and part of the discussion we had during our meeting was around our comments on the reconstitution plan which have been reviewed. She said they are going to take the data they are getting now from the schools and see how they can build with the superintendent a stronger plan to drive schools forward. In terms of RSD-LA, she said they have not had schools for any length of time to provide data. She explained they have 5 alternative schools under MOUs and some that were just made charters which have been opened for about 2 months. Superintendent Pastorek explained the data on the schools from New Orleans can be produced for Caddo. He said the strategy used by Paul Vallus in New Orleans around the managed curriculum instruction model, use of technology, and the combination of tiering students, is used to work with the students on the extended portion of the day. He said every student in the RSD in New Orleans traditional schools starts at 8:00 a.m. and leaves at 4:30. He said every school is on extended day and every school is on extended year. He shared with the board that the managed curriculum model can be made available to them. In addition, all 8th – 12th grade students have laptop computers, they can go online and take courses that are above their grade level, take extra credit courses, they have dual enrollment, and they have paid internships for all juniors and seniors in the RSD. He said these are all tried and true strategies and when you combine them you get kids that are more focused and are more engaged in school. Mr. Pastorek stated they rely heavily on Teach for America teachers. He said based on data from last year of mathematics teachers through the Teach for America program, comparing first year teachers to a 30 year veteran teacher, on average the first year Teach for America teacher moved students farther than a 30 year average teacher in the school system teaching math. He stated Teach for America is something Caddo should be looking at because they are the top 10% of their class in mathematics. He said the RSD in New Orleans last year during the summer had 1000 applications for teaching positions they did not have positions for and they were turned away to Baton Rouge and other parishes. He advised if you ask about human capital, look at Teach for America. He also explained how the KIP Charter School model has taken the same kinds of kids you have in elementary schools here, suffering the same kinds of challenges, and have 95% score basic and above, whereas Caddo has 70% below basic. He invited the board to take off the blinders and explore, stating that at the end of the day, if you keep your schools, it's because we believe you're going to put high quality in it, if you don't we will.

Mrs. Crawford expressed her concern for the teachers sitting in the audience feeling unappreciated and undervalued. She stated she knows board members are in the schools but we can't blame it all on the teachers, so she asked if instead of comparing every year, can we move to a pre and post test so we can see the teachers that are doing good jobs? She said every year students are different and they test differently. She again stated it sounds like we are bashing our teachers, when we're really not.

Superintendent Pastorek stated he was at one of Caddo's schools today to provide an award to a teacher, and he doesn't believe that teachers want to see anything bad happen to students, and he doesn't think they're not trying. He said he believes the system is failing them, but the system more importantly is failing the children. In talking about mobility, he said mobility is something you have to live with and it's not an excuse to say students can't learn. He gave an example of a high school principal who had 40% English as a Second Language students, 30% mobility in every grade, and he ended up making it the highest performing school in Virginia. He stated that at the end of the day, he will not blame the kids for anything because blame is not the issue. He said solutions, facts, proof, evidence, and data are the issues. He advised the board that he was here to help Caddo figure out what the challenges are and make sure it is understood what all

options are available to Caddo for the best chance to keep your schools. He stated that it is one more chance.

Dr. Sheffield stated in answer to pre and post test, imbedded in a good instructional management system every six weeks you give benchmarks so the principal can look and see what kids are learning and what they're not learning. She said there are a lot of tools to be looked at to make sure all schools are successful.

Ms. Phelps also thanked Superintendent Pastorek and Dr. Sheffield for coming tonight. She asked the superintendent, in reference to the exit plan, if once schools reach their score of 60, would they be released back to their district? Superintendent Pastorek responded there were two questions involved; 1) What is the quality of the school? and 2) What is the quality of the school district we would be returning the school to? He stated that once a school score gets to 60 it will be considered, but it will depend on the response of the school district. He said just because the score gets to 60, it does not mean they will be returning schools back in Orleans Parish as they have got to be prepared in Orleans Parish to lift these kids higher. He said 60 is a very low bar and it needs to rise and he said he is moving to raise the number higher than 60. Ms. Phelps stated no one is against accountability, but as she looks to the state department for guidance, this is only the second time she has seen anyone from the state department in the four years she has been a board member. However, she asked that consideration be given to the board. She asked why create a recovery district, why not give Caddo all the support that is being put into the RSD? Mr. Pastorek responded when your schools went into AUS1, the state provided support, resources and technical know how; when your schools went into AUS2, the stated provided extra money, technical support and know how; when your schools went into AUS3, the stated provided extra money, technical support and know how; and now schools are in AUS4. He said he understands what is being said and if Caddo comes in and makes a compelling case, he will be receptive. Ms. Phelps asked if he would consider a grace period this year since things that the state has offered in the past have not worked? She said as she looks at the things we have done, MOUs and reconstitution plans that we thought would work, it wasn't the state department saying this is what you need to do, this is what will work. She said we are still looking for the manual that works from the state department. She stated that since Superintendent Pastorek is a new administrator and Caddo has a new administrator, would he consider giving us a chance to prove what we will do without taking over the schools and giving us support we need with the funds he has available. Mr. Pastorek replied that Caddo is being given that consideration right now. In reference to the question of are we going to give Caddo a grace period just because a new superintendent is in place, he said the answer is no. He said the bottom line is to put a plan on the table that is awesome, that addresses the issues he talked about, and you will get all the grace in the world because you will be doing what needs to be done for kids. Ms. Phelps stated that last year was the first time he had been here and Mr. Pastorek reminded her that he was here last year, has met with board members, been involved in meetings with staff, and has been to schools and functions. Superintendent Pastorek reviewed his meeting last year in reference to Bethune and reminded the board that the proposal submitted was not dismissed, but considered.

Mrs. Hardy asked why is it you can not give us any scores for charter schools? Mr. Pastorek replied that the scores are public and he will be happy to produce them for her. He advised that they are also online.

Mr. Burton and Dr. Dawkins thanked the state superintendent and Dr. Sheffield for their time.

Mr. Burton polled the audience for anyone who wanted to talk about the item on the agenda regarding C. E. Byrd High School? There being no response from the audience, he requested the item be moved ahead on the agenda because three board members needed to leave the meeting for an out of town trip.

PURCHASE OF PROPERTIES ADJACENT TO C. E. BYRD HIGH SCHOOL

Mrs. Crawley moved, seconded by Mrs. May, that the Caddo Parish School Board purchase the property at 725 and 727 Kings Highway for \$140,000.00 and that staff be authorized to negotiate for the purchase of 735 and 739 Kings Highway for a price not to exceed each property's appraised value. Vote on the motion carried unanimously.

Mrs. Hardy, Mrs. Crawley and Mrs. May left at approximately 6:18 p.m.

VISITORS

Sally Cox, President of the Caddo Retired Teachers Association, addressed the board on behalf of retirees and their dependents who enjoy the earned benefits of health insurance through the Caddo Parish School Board. She stated that in the near future the board will be studying and making decisions regarding GASB and she asked that as the board deliberates, employees and retirees are confident that you will look to securing the future for employees and retirees, as benefits are considered as carefully as the salary. She stated it is important to protect the financial security of employees and retirees by making good choices, especially in health care. She reaffirmed the importance of health care for employees and retirees for today and in the future. Mrs. Cox noted since the teacher's retirement system vests a teacher after five years, a teacher's pension is more portable than ever and keeping good quality health care is part of the strategy for attracting and maintaining good employees. She urged the board to continue to provide support for employees and retirees just as it does presently. She recognized the decisions to be made regarding GASB are serious decisions to be made by the board. She stated funding should be additional revenue sources and she supports proposals that seek additional revenue sources. She encouraged the board to consider increasing property taxes and use revenues received from possible future mineral leases.

Frederick Washington expressed his concern for the ten failing schools. He stated learning is a lifelong process that takes place in our homes and communities, not just in school. He stated the Caddo school district is blessed when compared to the New Orleans school district in regards to corruption, noting several incidents on national news. He said leadership plays a vital role in stimulating positive student performance in and outside the classroom. He said the schools need effective leadership and he commends principals that seek community involvement. He expressed his concern over elected officials giving input instead of being in the schools mentoring students. He asked the state department to give administration a strong chance to make changes and school board members to hold forums to get constituents involved in the schools.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on behalf of the 2,100 Federation members she serves regarding the angst, not with the superintendent, over the pay proposal that accentuates the disparity in pay in comparison to the ever increasing burdens place on employees. She sited the before and after school meetings which are becoming everyday occurrences, the length of faculty meetings which are up to the discretion of the principal, and teachers being required to stay whenever the principal requires them to stay. She also said many teachers have to give up their weekends for inservices and some administrators send extensive emails and directives to their employees over the weekend. She stated the promise for unencumbered breaks for lunch and planning are chronically encroached upon for duties and meetings, high stakes testing leaves little time for instruction, and paperwork is tedious and overwhelming. She expressed her concern over the major discipline issues where policy is ignored. Mrs. Lansdale asked the board to instead of focusing on projects, such as figuring out ways of squirreling away money for GASB when we know that our insurance is set up as a pay as you go and we have yet to take a conscientious approach on measures that could limit our future obligations, begin to address the overwhelming burdens being placed on employees in this school system. She asked for a 30 minute duty free lunch, unencumbered planning time, faculty meetings that are contained, compensation for the meetings, and faculty being asked if they can comply with the meetings. She said we need a fair discipline policy that is in compliance with the state policy regulations. She asked the board to clearly communicate with rogue administrators that management abuse will not be tolerated. She sited examples of placing marks on the sidewalk where staff is to stand, taking away adult bathrooms, prohibiting employees from speaking to one another during planning and break time, and publicly berating employees in front of students and colleagues. She said until Caddo addresses the issues going on in the schools, employees will not stay. She also said she does not believe enough money could be printed to keep employees in the schools until the issues brought forth are addressed, but it does not make sense to pay the same as or less than surrounding districts with far less challenges. She told board members the need has never been greater than to recognize and address the crisis here. She said even though the bond rating is great, taxpayers expect more than that when they invest their tax dollars. She continued to say that since this is about children, the employee's working conditions are the learning conditions of the students. Mrs. Lansdale concluded by saying being angry and divisive when someone brings issues or

concerns is in fact a great disservice to our newest administrator and the Federation is confident and ready to work with the new superintendent.

CONFIRM THE CONSENT AGENDA

Ms. Priest moved, seconded by Mr. Rachal, to confirm the consent agenda. Vote on the motion carried unanimously. The following is a summary of the board's action on items categorized as the consent agenda.

Mrs. Armstrong thanked the board for approval of naming the gymnasium at Walnut Hill Elementary/Middle School after Mr. Albert Hardison, principal, and recognized the contingency from Walnut Hill in the audience who were in attendance to show their support.

Agenda Item No. 7

7.01 Personnel Recommendations. The following personnel recommendations were approved: (1) Charles Lowder, certified personnel administrator for elementary education; (2) Beverly Johnson, certified personnel administrator for secondary education; (3) Lydia Silas, supervisor of instruction – special education. These appointments will receive the appropriate salary as reflected by the CPSB Salary Schedule applicable to the position to which they are appointed. Dr. Dawkins announced that the new appointments will be introduced at the next board meeting.

7.02 Requests for Leaves. The board approved the following requests for leaves as recommended and submitted by the superintendent.

Certified

Catastrophic Leave, September 26, 2008-November 7, 2008

Calvin Murry, Teacher, Hamilton Terrace, 23 years

Catastrophic Leave, September 15, 2008 p.m.-October 27, 2008 a.m.

Jo Ann McMillian, Social Worker, Hamilton Terrace, 29.9 years

Catastrophic Leave, October 12, 2008-November 13, 2008

Nora C. Harrison, Instructional Specialist, Alexander Learning Center, 29 years

Leave Without Pay, December 1, 2008-June 1, 2009

Elizabeth Smith, Teacher, Summerfield Elementary, 4 years

Sabbatical Leave (Study), Spring Semester 2009

Arnese M. Brass, Music, Green Oaks High, 11 years

Classified

Leave Without Pay, September 26, 2008-May 29, 2009

Yolanda Levings, Teacher's Aide, Youree Drive Middle, 8 years

Catastrophic Leave, September 8, 2008-September 25, 2008

Nikita Willis, Bus Driver, Transportation, 2 years

7.03 Other Personnel Transactions Report. The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of August 26, 2008 through September 25, 2008 as submitted by staff.

7.04 Renewal of Administrative Contracts. The board approved the renewal of administrative contracts for Leisa Edwards, Kathyne Rettelle, Lisa Tuminello, Pamela Bloomer, Steven Celestine, Michelle Franklin, Joanne Hood, Janice Hughes, Renea Tolbert, Marby Barker, Annetta Garner, Aldon Kelly, Gerald Sandidge, Michael Sherman, Queen Snyder, Angela Wilder, Barbara Allen, Retrina Mays and Krista Wilburn as recommended by staff and included in the mailout.

Agenda Item No. 8

8.01 Bids. The board approved the following bids as recommended by staff and as indicated on the bid tabulation sheets: (1) Unity School Supplies, LLC, totaling \$15,000.00, for stage curtains for Southwood High School; and (2) Unisource Worldwide, totaling \$31.86 per case for 8 ½" x 11" and \$42.00 per case for 8 ½" x 14" for copy paper for all schools. The bid tabulation sheets are a part of the permanent file of the October 21, 2008 CPSB meeting.

Request for Sale/Lease of Ferry Creek School Road Acreage. The board approved the bid of Robert Jeffery Allborty, totaling \$2,810.00 for the cash sale of Ferry Creek School Road property as indicated on the bid tabulation sheet. The bid tabulation sheet is a part of the permanent file of the October 21, 2008 CPSB meeting.

Request to Advertise for Agricultural Lease Herndon School Grounds. The board approved the request for staff to advertise for an agricultural lease of the Herndon School grounds.

Request for Authority to Hold Auction Sale of Buses and Vehicles. The board approved the request for authority to hold an auction sale of surplus used vehicles and buses.

8.02 Bids (Construction). The board approved the following bid as recommended by staff and as indicated on the bid tabulation sheet: (1) Precision Builders, with a Base Bid, for the sum total of \$196,450.00 for Project 2009-051 "Southwood Boys' Basketball Locker Room Renovation." The bid tabulation sheet is a part of the permanent file of the October 21, 2008 CPSB meeting.

Agenda Item No. 9

9.01. General Fund Budget Revisions. The board approved the revisions to the 2008-2009 General Fund budget of \$60,000 for Shreveport Job Corps and approximately \$65,000 for clerical staff in the nursing center as submitted in the mailout.

9.04 TANF After School For All Grant. The board approved the TANF After School For All Grant as recommended by staff and included in the mailout.

9.05 2008-09 Pay Raise Recommendation. The board approved the 2008-09 pay raise recommendation of Option B, as modified, as recommended by staff and included in the mailout.

9.06 Group Insurance Renewals. The board approved the group insurance renewals effective April 1, 2009 as recommended by staff and included in the mailout.

9.09 Naming of the Walnut Hill Elementary/Middle School Gymnasium after Albert Hardison. The board approved naming the gymnasium at Walnut Hill Elementary/Middle School after Albert Hardison.

REQUEST FOR USE OF SCHOOL BUSES BY SOUTHERN UNIVERSITY AT SHREVEPORT

Mr. Guin moved, seconded by Mrs. Bell, to approve the request for the use of school buses by Southern University at Shreveport as recommended by staff and included in the mailout. Vote on the motion carried with Board members Guin, Phelps, Priest, Crawford, Rachal, Armstrong and Bell supporting the motion. Mr. Burton abstained as he is employed by Southern University.

AGREEMENT TO CONTINUE PARTNERSHIP BETWEEN VOA AND THE CPSB RELATED TO OUR 21ST CENTURY COMMUNITY LEARNING CENTER PROGRAM

Mrs. Armstrong moved, seconded by Mr. Guin, to approve the continued partnership between VOA and the CPSB related to our 21st Century Community Learning Center Program as recommended by staff and submitted in the mailout. Vote on the motion carried with Board members Guin, Burton, Phelps, Priest, Crawford, Rachal, and Armstrong supporting the motion. Mrs. Bell abstained as she is on the board of the VOA.

Recess. The board president called for a ten-minute recess at approximately 6:47 p.m. and the board reconvened in open session at approximately 7:02 p.m.

SUPERINTENDENT'S REPORT

Report on RFP for Update on Salary Schedules and Job Descriptions. Dr. Dawkins advised that he will have a recommendation to the board at the November meeting.

Board Retreat with Superintendent Tentative October 30-31, 2008, 4:00 p.m. – 7:00 p.m.

Dr. Dawkins reminded the board of the Caddo Parish School Board Retreat on October 30 and 31, 2008, 4:00 – 7:00 p.m. at the Clarion Hotel, at which time he will share information on the his plan including strategic planning in other areas affecting our school system.

Report on Status of Haynesville Shale Leases. Dr. Dawkins reported he will be giving an update on the status of the Haynesville Shale at the retreat.

EXECUTIVE SESSION

Student Readmission Appeal. *Mrs. Crawford moved, seconded by Mrs. Bell, to approve staff's recommendation for students B. B. and F.D. Vote on the motion carried unanimously.*

Mr. Burton requested the minutes reflect that Mrs. Hardy, Mrs. Crawley and Mrs. Bell left the meeting to attend an educational meeting out of town.

Employee Termination Appeal Hearing. *Mr. Guin moved, seconded by Mrs. Crawford, to go into Executive Session for up to 30 minutes for the purpose of an employee termination appeal hearing. Vote on the motion carried unanimously and the board went into executive session at approximately 7:05 p.m. following a brief recess. The board reconvened in open session at approximately 7:35 p.m. Mrs. Armstrong moved, seconded by Mrs. Bell, to uphold the staff's recommendation of termination. Vote on the motion carried with Board members Burton, Phelps and Crawford opposed and Board members Guin, Priest, Rachal, Armstrong and Bell supporting the motion.*

Adjournment. *Mr. Guin moved, seconded by Mrs. Bell, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 7:40 p.m.*

Dr. Gerald D. Dawkins, Secretary

Willie D. Burton, President

November 11, 2008

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m., on Tuesday, November 11, 2008 with President Willie Burton presiding and Bonita Crawford present being a quorum. President Burton announced that Ms. Priest is absent due to a business commitment. Other school board members present were Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Ginger Armstrong and Dottie Bell. Mr. Burton announced that Phillip Guin is out of town and Barry Rachal and Larry Ramsey are absent due to illness. Also present were Secretary Dr. Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mrs. Hardy led the invocation and Pledge of Allegiance.

ESTABLISH THE AGENDA FOR THE NOVEMBER 18, 2008 CPSB MEETING

Superintendent Dawkins highlighted the agenda items being presented for the board's meeting on November 18, 2008 and the following discussion ensued.

Update on Bethune and Other AU Schools. Superintendent Dawkins reported that staff has been actively engaged with the State Superintendent and Caddo has a December 4th deadline regarding Bethune and the other academically unacceptable schools. He added that he anticipates hearing from the State Department this week to set a meeting for answering any questions the state may have.

Ms. Phelps inquired about an update on the Filipino teachers in the district, how many have left, how many are still coming, etc.?

Cecil J. Picard (CJP) LA 4 Early Childhood Program Grant. Dr. Dawkins explained that this item establishes in 2013 a universal, required Pre-K program. He said from a financial standpoint, there are some implications for the district if we choose not to participate.

Mrs. Crawley asked is there anything different or are we still looking at putting a class at Young Years? Mrs. Gunn stated that Young Years is the only day care that currently has three stars, thus it is the only one we can partnership with. She said that information was forwarded to the board where the state held a meeting along with a summation of that meeting. Mrs. Crawley asked if the board supports this, will we be allowing Young Years to have a LA4 class? Mrs. Gunn stated yes they will be a partner with Caddo Schools. Mrs. Crawley stated she believes this is premature since we are doing a facilities study and she doesn't want us to proceed with helping the private sector. She stated she understands this is not from the Governor, but it is from our Congress whereby lobbyists for pre-schools are arguing that public schools are now offering four-year olds free public education which takes the four-year olds out of the day cares and takes money away from the day care centers. She said she is not for the day cares being involved in this and she would like to look into a long range plan of our facilities study where we can place and accommodate these children, and not have anything to do with the day cares. She stated the board is being told it will lose the money, but she said this money is money that is funneled through us to the day care. Mrs. Gunn responded we are told if we do not develop a partnership in the timeline presented, we will not be eligible for any future money and we may lose the dollars we have now. Mrs. Crawley asked if it is not correct that the only reason we would have to do this (partner with day cares) is if we do not have the facilities to provide LA4 to the children? Mrs. Gunn responded that is correct and Mrs. Crawley stated she believes we should provide the facilities and not the partnership. Dr. Dawkins asked Attorney Abrams about any penalties and legal requirements if we do not sign for this at this time and if we would jeopardize being able to continue to receive funding? Mr. Abrams read the state statute which says that "each participating school system shall begin with the 2009-2010 school year, and continuing thereafter, to use at least 10% of the total increase in LA4 funding received each year in excess of the amount received in the 2008-2009 school year to provide the early childhood program component through collaborative agreements with non-school system providers of early childhood education that serve children residing within the geographic boundaries of the participating school system and that meet the definition of child care facilities". He explained this provision says *shall* and not that we may or may not, and that administration is talking in terms of grant provision and what the grant requires in order to receive the grant funds. He again stated the state statute says you *shall* and it's not a grant issue whether you want to get it or not, but that you *shall* use the amount of funding for this, so he doesn't believe there is much

discretion. Mr. Abrams also explained that in 2013-14 it says that “subject to the appropriation of funds for this purpose (providing early childhood education), and beginning with 2013-2014 school year and continuing thereafter, LA4 classes shall be provided at no cost except for applicable lunch costs to every eligible child without regard to income level.” He further explained that presently you have the ability to charge tuition up to 2013; and at that time, LA4 will not be optional and Caddo will have to provide it. At this time, the State Legislature has ruled that whatever funding we receive, 10% of that increase must go to a collaborative effort with a child care facility starting next year (2009-10). Mrs. Crawley said she would like to know what 10% is? Cindy Brunson responded that each class of 20 students receives \$100,000, \$5,000 per child. She added if we wish to increase five classes, it would be \$50,000, and not necessarily classes at a child care facility, but also if we open a class at University Elementary, 10% of the increase over last year’s funding would go to a child care facility. Mrs. Crawley asked if it is possible to not increase any until we have the facilities? Mr. Abrams explained the increase in funding has to come or you won’t be providing any more services. Mrs. Crawley said we won’t until we have to.

Ms. Phelps asked if we do not have any additional classes to use the increase for, does this take away the funding we are currently receiving? Mr. Abrams said that would be a part of the grant, because it is currently being administered with grant funding and by 2013, it will have to be provided to everyone. Mrs. Crawley asked if this means we must constantly increase the amount of private day cares and are we always going to be paying rent to these day cares? Mr. Abrams stated that unless the statute is amended, 10% of the increase per year will have to be used in the private day cares and it can be used to provide not just space, but other things as well. He said currently it is being done piece meal since we don’t have the capacity, but we are being given a grace period in order to bring it together and have a LA4 program, which is now being funded by a grant rather than MFP dollars per child. Mrs. Crawley asked why are they using the schools systems? Dr. Dawkins stated that if you remove the funding and the facilities from this, universal pre-K is a good thing for the children, and he is hoping there will be opportunities to partner in different ways and move forward. However, the superintendent stated his question would be if we pursue this, will we not be precluded in the future from a different relationship with these providers?

Mrs. Bell said she believes this is a threat to us when someone tells us we must do something and she believes an Attorney General Opinion is needed on this. She said we are a public school system and she doesn’t believe we should be told students will have to go to a private provider.

Ms. Phelps asked the superintendent to explain “sign on” and the recommendation. Superintendent Dawkins responded that the recommendation is to begin the process of forming partnerships with these providers, understanding that by 2013 it possibly will all be different, and based on the law, it looks as if we may be eliminated from some funding if we do not join this. Ms. Phelps asked about specifics in forming these partnerships and the type services they will provide as she did not see anything in the mailout, and she has a problem approving something that she doesn’t know what it entails. The superintendent stated that staff will provide this information. Ms. Phelps asked if the qualifications beginning with the 09-10 school year still fall under the income guidelines? Ms. Brunson responded that the level of income will increase each year which means we will be able to serve more children each year. She said the current poverty level is 180%, which is free and reduced lunch, and next year it will be 300%, meaning more will be eligible to participate, but we do not have a place for them. Ms. Phelps asked if this will have to be increased yearly? Mr. Abrams responded that is correct and the board will also be looking at a contract with the day care provider that will need board approval before entering into any agreement. He further added it is his understanding that the board is being asked to approve the timeline and attempt to move forward to implement LA4. Mr. Abrams said this will also give staff guidance that the program will be expanded and an attempt made to find as many places and partners as possible to expand the program. He said it doesn’t mean the board won’t come back if they disagree with something, but the board needs to approve that we will have an LA4 program and intends to move forward. Ms. Phelps said she believes Mrs. Crawley is addressing the fact that we do have the facilities and that months ago information was requested relative to available space in our 43 elementary schools. She expressed the problem she had of taking the LA4 program from those schools that had it in place earlier in the year, and she believes we could have done a better job explaining to parents that the sibling rule did not apply to those schools and that these classes should still be in place at these particular schools. Ms. Phelps stated her agreement with doing an assessment of the facilities and asked the

superintendent to determine where we might implement more classes. She said she hasn't seen anything on what is being proposed for those parents who will be paying and she needs this before making a decision. Ms. Phelps also noted the reference to waivers in the Senate Bill and she asked if staff has followed up on this? Dr. Dawkins responded that staff will address these issues and concerns and provide additional information to the board, and he also noted that along with the facilities issue, there are some financial issues.

Mr. Burton asked Mr. Abrams if this is a state mandate? Mr. Abrams stated that as he reads it, it is a state mandated program and one that will be fully implemented throughout the state, and the 10% funding is a portion of the statute itself on how it is to be used. He said he also understands there are some issues with our Title I dollars and different programs that determine whether or not this program can be placed at facilities and we are currently doing it in modules since the statute says we must provide the program to all available with a sliding scale if tuition is charged, which is what the board previously approved. He said the timeline is in place to help districts meet the requirements down the road and get everyone with LA4. Mr. Burton asked if there are any other school districts facing the same dilemmas as Caddo? Jim Lee indicated he knew of Calcasieu Parish. Mr. Abrams also noted that the board currently has approved certain day care facilities relative to special education and special needs children that are being provided at various churches, day care facilities, etc.

Mrs. May expressed her concern about the statement that we contract services in churches and other day care centers and she is unaware of this. She asked that staff provide the board where this day care is, how are students getting there, is it an expense to Caddo Public Schools, and where are we providing special services in churches, etc.?

Mrs. Crawford asked how did we come up with Young Years Day Care? Ms. Brunson said that is the only day care with three stars? Mrs. Crawford noted that they didn't have the three stars before, and Ms. Brunson explained they were the only one working on the three stars. Mrs. Crawford stated they must have known this was coming up and asked how did Caddo know about them? Ms. Brunson answered that the state department sent a list. Mrs. Crawford asked about what was explained to the board during the last discussion on this topic, and other than the magnet schools, have we looked at every school in each district, and placed LA4 classes evenly throughout the district? Ms. Brunson responded that LA4 classes are spaced evenly throughout the district and are done by clusters, but they are not at every school, because we can't supplant. We can't replace the pre-K programs that we already have at existing schools with the LA4 program; we can add another class, but we can't replace the class already there. Mrs. Crawford stated she believes the board's concern is the empty classrooms in schools and why we can't fill these empty classrooms with LA4 rather than use a day care. Dr. Dawkins stated again that the state law is pushing collaboration with these other facilities, and he is not sure the available space is the final answer based on the law.

Mrs. Crawley asked that an item be placed on the agenda to obtain an Attorney General's Opinion regarding the legality of forcing the school system to spend public dollars for private use. Mrs. Crawley also asked that an item be placed on the agenda whereby the board can pass a resolution encouraging LSBA to sponsor legislation to change the LA4 law. Mrs. Gunn stated that we did not ask for LA4 money for a number of years and we do not have to ask for it; however, we asked for it this past year and this is the way it is going. She added that Caddo does have pre-K classes funded by 8(g) dollars, Title I dollars and EEF dollars and some of these funds are being depleted and we cannot continue to add more classes unless the dollars are in place. She said she believes this is an opportunity for Caddo to develop partnerships and ask for additional dollars.

Ms. Phelps asked for additional specific information on the students who were removed from a school in their area and bused to another school site so board members can better respond to their constituents.

Mrs. Bell asked for a list of the LA4 programs and where they are located (what school board member district).

David Raines Community Health Center's Proposal. The superintendent explained that this proposal will add social workers at one of our campuses at no cost to the district.

Revisions to CPSB Policies GCBD/B and GDBD. Dr. Dawkins explained that the proposed revisions will bring the recently adopted Caddo policy in line with the state law. Legal Counsel Reginald Abrams explained that these revisions are concerning the extended leave to the policy the board approved in the Spring providing for 20 days of extended sick leave every one year period. He added that at the same time the Caddo Parish School Board approved this policy, the State Legislature passed into law a policy for classified employees that mirrored the policy for teachers. Mr. Abrams further explained that Caddo's policy states that extended sick leave is not transferable and the current policy follows what the state law requires as well as mirroring the teachers' policy so everyone in the district has the same extended sick leave, and it is transferable between districts.

Mrs. Crawley inquired about any changes in the teachers' policy and Mr. Abrams explained that the only change in the teachers' policy is relative to the definition of a teacher and that it covers all employees, central office and administrators at the school site, and not just those at the school site with a teaching certificate.

Mrs. Bell asked if an employee must work at least one year before being eligible for the extended sick leave? Mr. Abrams responded that it is Caddo's policy.

RFP for Update on Salary Schedules and Job Descriptions. The superintendent reported that a recommendation from staff is being brought forth for board action to be able to move forward expeditiously on reviewing the district's salary schedules and job descriptions. Mrs. Bell asked the superintendent to schedule an audience with this committee for the purpose of explaining all aspects of the proposal.

Ms. Phelps asked for an explanation on why it has taken so long since this was approved by the board in June? Superintendent Dawkins explained that when he came into the district, the question came to him and he at that time accelerated the process. Ms. Phelps stated she understands that, but expressed her concern about the length of the timeframe. She also stated she believes clarification is needed on the "freeze" which only addresses the Position Evaluation Committee and not salary ranges. Ms. Phelps stated her concern that employees have been told that the board's freeze affected the salary ranges on administrative positions and she doesn't believe that was the board's intent. She said various departments have noted that in filling vacancies, the salaries are frozen and staff does not have the ability to negotiate the salaries in the posted range, so she believes there has been some discrepancy in some positions posted in the last month or so. The superintendent responded that he will address this issue. Ms. Phelps stated she would like to see the proposed timeframe expedited if at all possible and asked if anything was been done on the RFP prior to Dr. Dawkins' arrival? Mr. Abrams explained that the RFP was assigned to a law firm and the attorney to which it was assigned became ill and has only returned to work two weeks ago. Dr. Dawkins stated that this is a daunting task; however, staff will work diligently to expedite the process.

President Burton encouraged board members to call into the superintendent their questions or concerns prior to the scheduled meetings with the committee so staff is prepared to provide the needed information.

GASB 45 Reporting Requirements for Other Post Employee Benefit (OPEB) Obligations. Dr. Dawkins reminded the board that this has previously been brought to the board and staff is recommending, based on what the law says and the liability of fiscal strength of the district, starting a limited commitment to begin to build this fund.

Mrs. Crawley asked if this trust is created, what flexibility does the school board have with that money? Randy Watson explained that GASB is the federal government agency that governs this and their guidelines of the trust are that the trust has to be irrevocable, it has to be protected from creditors and it has to be used only for retiree benefits, which can be for paying retiree premiums. Mrs. Crawley asked if GASB went away and we didn't have to put this money aside every year, could we still use this money? Mr. Watson explained you could pay the current premiums from it until the fund was exhausted. He added that from the current \$117 million a year that we would need to begin recording, we would first net out \$22 million for the current premiums which leaves \$95 million, and next year we would continue to pay the current retiree premiums from the General Fund and put \$1 million or \$5 million in the GASB account, and that any money put in the account would be taken off the liability; however, if the district were to

find themselves in a financial jam, they could take the money from the irrevocable trust to make current payments, offering some flexibility. Mrs. Crawley asked if staff is only asking for the \$5 million which has already been set aside and the retiree drug subsidy. Mr. Watson said that is correct. Mrs. Crawley asked about the possibility of changing the way we put retirees into the retirement system and that employees can be here six month and retire and be eligible for full insurance coverage. She said she believes we should go to a proportional plan. Mr. Watson said this is a total separate issue and explained the state is who makes the rules on who is eligible to retire with health care benefits; and if an active employee is on the insurance and at the time of retirement it's their only insurance, and they begin to immediately draw retirement benefits, they must be allowed to stay on the insurance. Mr. Watson indicated he has investigated some loopholes and it is possible to tier across the board the percent of premiums we pay based on the number of years the retiree has in the system; but once you do this, you could possibly create job block in recruiting people.

Mrs. Crawford asked if the money set aside can be used for any other budgetary needs other than what it is set aside for? Mr. Watson responded that the law specifically says it can only be used for retiree health care or premiums. Mrs. Crawford stated that in looking at the numbers and hearing that large corporations cannot afford to do this, she is wondering how Caddo will be able to come up with this kind of money. Mr. Watson responded that you start the planning process now and begin to fund it now and look at coming back to the board and sharing with them how the projection can be reduced down. Mr. Watson also explained that the difference between the private companies and the government is when you record the liability on a private company, it will show a stockholder company with a loss and the stock drops drastically, and the school system does not have to answer to stockholders. Mrs. Crawford asked if there are other districts in the state addressing this issue? Mr. Watson noted Constitutional Amendment #7 on the election ballot asked for flexibility in investments, specifically for other post employee benefits, which failed. Mr. Lee reported that Calcasieu Parish has begun.

ADDITIONS

Ms. Phelps requested that an item be added regarding Revisions to CPSB Policy GBCB. Ms. Phelps announced that she is working on the language and will be bringing a motion on revisions relative to the board member contact information and that employees utilize the emails and telephone numbers provided by Caddo Parish and not through personal or employer contact information.

CONFIRM THE AGENDA AND CONSENT AGENDA

Mr. Burton recommended that item 9.02 be the consent agenda. *Mrs. Crawford moved, seconded by Mr. Burton, to approve the proposed agenda and consent agenda for the November 18, 2008 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on the policy being proposed by a board member that no one has before them, and reminded the board that the board made a decision to support a past administration to block certain receipt of certain emails and you can kill the messenger, which she believes this is what this policy is attempting to do, but the message still prevails and that is that you are usurping planning time for meetings, you are allowing children 15 minutes to eat and the teachers have less than that, that you have taken away the ability for teachers to control their classrooms in terms of discipline, that you still have tons of meetings before and after school and on weekends.

Adjournment. *Ms. Priest moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 5:15 p.m.*

November 18, 2008

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at approximately 4:30 p.m. on Tuesday, November 18, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Phillip Guin, Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins and Legal Counsel Reginald Abrams. Mrs. Hardy led the prayer and Pledge of Allegiance. Mr. Burton announced that Mr. Ramsey is absent due to illness.

CONSIDERATION OF MINUTES OF THE OCTOBER 21, 2008 CPSB MEETINGS

Mr. Rachal moved, seconded by Mrs. Hardy, to approve the minutes of the October 21, 2008 CPSB meeting as submitted. Vote on the motion carried unanimously.

ESTABLISH THE AGENDA AND CONSENT AGENDA

Superintendent Dawkins presented items for the board's consideration and announced that Items 9.01 "Cecil J. Picard (CJP) LA4 Early Childhood Program Grant" and 9.05 "GASB 45 Reporting Requirements Other Post Employee Benefit (OPEB) Obligations" are pulled for further study and additional information. Mr. Burton announced Items 7, 8, 9.02-9.03 and 9.07-9.08 as the consent agenda.

UPDATE ON BETHUNE AND OTHER AU SCHOOLS

The superintendent stated that all staff's time with Bethune and the other AU schools has been to put together Caddo's Plan in response to the State Superintendent and BESE. He reported that Caddo's Plan has been sent to the State Superintendent and he has met with his staff. Dr. Dawkins announced he will travel to Baton Rouge on November 24th to meet with Mr. Pastorek and review their discussion and questions. He reminded the board that BESE will meet on December 4th to look at a recommendation from the State Superintendent based on his review of our work, and announced that the process has begun to schedule community meetings in each of the affected schools after December 4th so we can get information out to those affected. He also announced if the board approves the Resolution in support of Caddo's Plan, he will forward that information to the State Superintendent and others prior to his visit with them.

PRESENTATIONS AND RECOGNITIONS

Burnadine Moss Anderson, executive assistant to the superintendent/communications, on behalf of the CPSB and staff, made the following special recognitions. The president and superintendent greeted and presented each honoree with a certificate/award. Administrators, families and friends present were also recognized.

2007-2008 Attendance Award Winners. The following schools were recognized at each level for their outstanding attendance record during the 2007-2008 school year. Elementary Division – Riverside Elementary, Christy Terrell, Principal, 1st place, 96.604%; Shreve Island Elementary, Emily Stanford, Acting Principal, 2nd Place, 96.407% attendance, Cherokee Park Elementary, Tyrone Burton, Principal, 3rd Place, 96.276%. Elementary Division Magnet – Judson Fundamental Elementary, Doris Robinson, Principal, 1st Place, 97.716%; Eden Gardens Fundamental Magnet, Janice Hughes, Principal, 2nd Place, 97.320%; and South Highlands Elementary Magnet, Keith Burton, Principal, 3rd Place, 97.315%. Elementary/Middle Division Magnet – Herndon, Brenda McDonald, Principal, 1st Place 95.311%; and Vivian Elementary/Middle School, Rene Tolbert, Principal, 92.894%. Elementary/Middle Division – Turner Elementary/Middle, Charles Washington, Principal, 1st Place, 94.515%; Walnut Hill Elementary/Middle, Albert Hardison, Principal, 2nd Place, 94.351%; and Keithville Elementary/Middle School, Mark Allen, Principal, 3rd Place, 92.337%. Middle School Division – Caddo Middle Career and Technology, Steven Celestine, Principal, 1st Place, 94.962%; Youree Drive Middle School, Victor Mainiero, Principal, 2nd Place, 94.319%; and Donnie Bickham Middle, Shannon Wall, Principal, 3rd Place, 93.582%. Middle Division Magnet – Caddo Middle Magnet, Louis Cook, Principal, 1st Place, 96.990%. High School Division – Captain Shreve High School, Dr. Sandra McCalla, Principal, 1st Place, 94.104%; Green Oaks High School, Kenneth Coutee, Principal, 2nd Place, 93.247%; and C. E. Byrd High School, Jerry Badgley,

Principal, 92.995%. High School Division Magnet – Caddo Parish Magnet High School, Mary Rounds, Principal, 1st Place, 95.292%.

Blue Ribbon Schools of Excellence. Mrs. Anderson announced that the NCLB Blue Ribbon Schools of Excellence designation is considered the highest honor an American school can achieve. She also explained that two of our schools are among 320 schools nationwide honored and are the only Louisiana schools honored this year with this designation. The following schools were recognized for being named Blue Ribbon Schools of Excellence: Caddo Magnet High, Mary Rounds, principal, and Caddo Middle Magnet, Louis Cook, principal.

Caddo Parish JROTC Corps and Brigade Commander Promotions. Lt. Col. Daniel Durr, supervisor of JROTC, announced that on September 24th at Green Oaks High School the Caddo Parish JROTC Corps/Brigade Commanders Promotion Board competition was held. He reported that this competition is a very grueling one with the cadets writing an essay, undergoing an inspection of their uniform and bearing, and giving an impromptu speech. The following cadets were recognized and promoted: CDT LTC Felicity Hills, Caddo Magnet High School, Corps Commander; CDT LTC Alisha Parsons, Huntington High School, 1st Brigade Commander; CDT LTC Jordan Richter, Captain Shreve High School, 2nd Brigade Commander; CDT LTC Stevie Adger, North Caddo High School, 3rd Brigade Commander; and CDT LTC Raymond Gilbert, Southwood High School, 4th Brigade Commander. The following students were also recognized as the 2008 JROTC Legion of Valor Awardees: CDT COL Felicity Hills, Caddo Magnet High School, and CDT LTC Angela Jordan, C. E. Byrd High School.

VISITORS

Cedric Choyce, president of the Caddo Association Educators, addressed the board on concerns that have arisen from the high need schools proposal being developed for the academically unacceptable schools and the unanswered questions relating to the proposal. He said the foremost concern at this point is the intent to vacate all the positions at the high needs schools and the posting of those positions. Mr. Choyce said the CAE's concerns stem from the following facts: teachers have followed the Central Office staff's directive as it relates to curriculum and the instructional practices, teachers have attended numerous meetings before school, after school, on Saturdays, and during the teacher's planning time, employees have been under constant threat of retaliation for bringing forth legitimate concerns relating to working conditions, and as employees, they have remained loyal to a school district that seems to face little value on its employees talents. He added that now employees at the high needs schools are being told they must reapply for their current position under this proposal. He further stated that additional questions include the meaning of vacate, how will it be implemented, will the board adhere to state law as the consequence of losing employees who may seek employment elsewhere, what happens if an employee is not rehired in their current position and is unable to find another position suitable to their qualifications, and what will be the salary range? Mr. Choyce stated that as a school system, he doesn't think the board wants to alienate employees to the point that fear and anxiety set in as is being witnessed now. While the CAE realizes that the proposal is contingent upon the State Superintendent's recommendation to BESE, they are requesting that the CPSB give all employees the assurance that they will be placed in their area of certification for teaching or their previous experience with classified, relieving employees of any uncertainty as it relates to their employment with the CPSB. Mr. Choyce said as a teacher he can relate to what has been required to endure the instruction they are directed to follow and remain steadfast in addressing out-of-control discipline problems. He said teachers also continue to motivate and encourage students in spite of an appearance of a lack of support from the Central Office. Mr. Choyce stated that the CAE is ready to offer professional assistance to aid in the process and asked the board to take care of its own.

Darrien Harris, student at Woodlawn High School, addressed the board on the proposal to turn Woodlawn High School into a Military Leadership Academy. Mr. Harris shared with the board that he believes the idea to do this is preposterous and that he doesn't understand trying to correct the academic standards when it appears that all is being done is changing the name and uniforms. He said he doesn't understand how Woodlawn is expected to come out of corrective action when some of the brightest students are getting away, and added that test scores are not going to improve when Woodlawn is getting failing scores from Hamilton Terrace, Job Corps and those students that cannot take the test due to incarceration. Mr. Harris said Woodlawn needs to be given the opportunity to change and noted that test scores have improved over the

past three years. He said there is a chance for continued improved test scores now that certified teachers are in all their classrooms and they also have a new magnet program as well as commitment and parental involvement. Mr. Harris stated that he believes Woodlawn High School will come out of corrective action this year and asked the board to consider his comments.

Ray Morris, teacher at Woodlawn, addressed the board on the proposed change for Woodlawn and that in his two years teaching at Woodlawn, he has never seen anyone come and observe Woodlawn, and the discipline issues they have. He noted that at least 30% of the students are disciplinary issues and no one wants to address it. Mr. Morris explained to the board that he spends 10-30 minutes addressing discipline issues each class period; and he has students in his classes asking that the disruptive students be removed from the classroom so they can learn. He stated he cannot bring up test scores of those who do not want to participate, but he can do everything possible to give those students who want a chance that opportunity. Mr. Morris told the board that they can extend the class day, but you will only be extending the discipline issues, and only changing the name of the school is not going to change the outcome, because it is important to give the students expectations and goals. He noted the stacks of referrals that are not being acted upon, and how the students laugh because they know there are no consequences when referred. Mr. Morris stated that if change is wanted, the students who are discipline issues in the school should all be placed in one school giving those who want to learn a chance to excel. He asked the board to visit the site and talk to those who are doing the work and the students who want to learn.

Shannon Jett, member of Caddo Federation of Teachers/Support Personnel, a paraprofessional in the system, and a parent of two children at Barret Elementary, addressed the board on the proposed change to let the teachers go and rehire teachers, because Barret has some good teachers. She said it is not just a teacher problem, but a parental involvement problem. Ms. Jett explained that her children are exceeding beyond expectation at Barret, and thanked those at Barret for how they have been able to help her children. She asked the board in their rehiring to make certain some of the teachers remain at Barret and to better educate the parents on making sure they are reemphasizing what the teachers are teaching in the classroom each day. She praised the fine teachers Caddo has in the system and encouraged the board to give them the support they need. She applauded the superintendent for his efforts to keep our schools.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, reported to the board that CFT held an informational meeting with its members who are employed at the Caddo AU schools; and the clear purpose from this meeting was that the Federation believes while there is no substantial evidence that charter schools are the answer to academic achievement, there is evidence that the type of stand alone programs as proposed by Dr. Dawkins do work when there is support from the surrounding community. Mrs. Lansdale stated that their organization has begun to work with other community and political organizations in preparation to send that message to the State Board of Elementary and Secondary Education before they meet in early December. She said they believe this message is critical as the stakeholders communicate to the State Department of Education that this new administration must be given the opportunity to implement change in our schools. She added that in order to address real change in our schools, there is a need to readdress the real obstacles to raising student achievement and that is allocate the resources to ensure that we have qualified employees in all our schools, address the rampant violations to the local and state disciplinary policies and laws, address the incessant interruptions to instructional time, stop treating the employees like chattel by bullying them into never-ending meetings before and after school and on weekends. She noted that these messages have been brought to the board time after time and in return, the superintendent has said he will begin to look at these concerns. Mrs. Lansdale stated that several board members have indicated they will address issues relative to pay, discipline, planning and encroachment on lunch time, yet to date, no measurable results have been seen. She stated the over 2200 employees of the district are ready to work with the board to make every effort to keep all our schools within the jurisdiction of our school board if the school board is ready to work with them; and asked where is the board's action/directives to address salaries, discipline, abusive meetings, encroachment of professional time, etc. because it is solely within the board's purview for the Caddo Parish School Board to address these issues, and it's within their purview to continue to bring them until the board does address them.

Ms. Phelps commented on the report on Bethune and other AU Schools. Mr. Guin called for a point of order as unless there is a motion on the table, a topic cannot be debated.

CONFIRM THE CONSENT AGENDA

Mr. Guin moved, seconded by Mrs. Bell, to confirm the consent agenda (7, 8, 9.02-9.03, 9.07-9.08). Vote on the motion carried unanimously. The following is a summary of the board's action on items categorized as the consent agenda.

Agenda Item No. 7

7.01 Personnel Recommendations. The following personnel recommendations approved at the October 21st meeting were introduced: (1) Lydia Silas, supervisor of instruction – special education. (2) Beverly Johnson, certified personnel administrator for secondary education; (3) Charles Lowder, certified personnel administrator for elementary education. Administrators, family and friends present were also recognized.

7.02 Requests for Leaves. The board approved the following requests for leaves as recommended and submitted by the superintendent.

Certified

Sabbatical Leave (Medical), Fall Semester, 2008

Lenora Johnson, Teacher, Woodlawn High, 23 years

Sabbatical Leave (Study), Spring Semester, 2009

Crystal Carter, Teacher, Sunset Acres Elementary, 9 years

Catastrophic Leave, November 14, 2008 (noon) – January 16, 2009 (noon)

Flora McWilliams Levels, Teacher, Werner Park Elementary, 5 years

Catastrophic Leave, October 9 – November 20, 2008

Shantel Flash, Teacher, A. C. Steere Elementary, 5 years

Leave Without Pay, December 8, 2008 through June 1, 2009

John Kavanaugh, Teacher, North Caddo High, 2 years

Classified

Leave Without Pay, September 26, 2008 through May 30, 2009

Marshall Scott, Teacher's Aide, 81st Street ECE, 1 year

Catastrophic Leave, September 16, 2008 through October 24, 2008

Nikita Willis, Bus Driver, Transportation, 2 years

7.03 Other Personnel Transactions Report. The board approved the other personnel transactions report for hiring, assignment changes, separations and resignations for the period of September 26, 2008 through October 25, 2008 as submitted by staff.

Agenda Item No. 8

8.01 Bids (Purchasing). The board approved the following bids as recommended by the superintendent and as submitted in the mailout on the bid tabulation sheets: (1) Conco, Long's Preferred, Louisiana Food and VCC Janitorial for the purchase of Canned and Frozen Food and Supplies; (2) Conco and Louisiana Food for the purchase of Fish, Poultry, Eggs, Meat and Specialty; (3) Conco, totaling \$85,660.80; Long's Preferred, totaling \$36,460.30; and VCC Janitorial, totaling \$57,725.25 for the purchase of Food Service Paper and Supplies; (4) Cascio Interstate Music, totaling \$946.00; DF Music Enterprise, totaling \$22,679.00; National Education Music Company, totaling \$40,729.00; Sam Ash/Quikship Corp., totaling \$1,580.00; Suzuki Corp., totaling \$508.47; Washington Music Sales, totaling \$290.00 and The Wood Wind and Brasswind, totaling \$9,862.00 for the purchase of Musical Instruments and Equipment; and (5) that all bids for the purchase of Audio Visual Equipment for All Schools be rejected.

8.02 Bids (Construction). The board approved the following bids as recommended by the superintendent and as submitted in the mailout on the bid tabulation sheets: (1) That all bids be rejected, redesigned and rebid for Project 2009-206B, Lakeshore Auditorium Seating Modifications; (2) The Payne Company, with a Base Bid and Alternate 1, for the sum total of \$1,144,400, for Project 2010-501, HVAC Upgrade at Atkins; and (3) that the bid for Project 2009-028, Booker T. Washington Barber Shop, be postponed.

Agenda Item No. 9

9.02 David Raines Community Health Center's Proposal. The board approved the David Raines Community Health Center Proposal to provide on-site assistance with health services of a nurse and a social worker for Northside Elementary School as recommended by the superintendent and included in the mailout.

9.03 Revisions to CPSB Policies GCBD/B and GDBD. The board approved the revisions to CPSB Policies GCBD/B and GDBD which provide extended sick leave to support personnel and teachers per Act 457 of the Louisiana Legislature as submitted in the mailout and recommended by the superintendent.

9.07 LSBA Resolution(s). The board approved the proposed resolution regarding LA4 as submitted and that the resolution be forwarded to the Louisiana School Boards Association.

9.08 Resolution in Support of Plan for Academically Unacceptable Schools. The board approved the resolution supporting the Plan for Academically Unacceptable Schools as submitted by the superintendent.

RFP FOR UPDATE ON SALARY SCHEDULES AND JOB DESCRIPTIONS

Mr. Guin moved, seconded by Mrs. Crawford, to approve the RFP for the update on salary schedules and job descriptions as submitted in the mailout. Mr. Rachal asked about the comparison of salaries and the fact that he sees nothing included on the comparison of benefits. He asked if this was overlooked or if it was the intent to look at this also. Dr. Dawkins stated that it can be another feature to look at, but he thought it was in the salary piece. Dr. Robinson stated that this was not part of the directive of June 17th. Mr. Rachal asked about that portion of the RFP which recommends a salary and compensation plan with all employees being placed in the appropriate salary step and grade, and this appears to be exactly what we have now and asked if that is correct? Dr. Robinson responded that we are asking that what we have in place be looked at and verified that we are on target of doing what needs to be done to be fair and equitable with all employees. Mr. Rachal said he believes the board thought the pay scale was outdated and we would be looking at going to a complete new pay scale. Dr. Dawkins said that we are not asking them to give us the same thing, but to look at what we have and if they come up with something more efficient, or more equitable, then that is something that should be a part of the product. Mr. Rachal asked if this will be part of the results of the study because we already have what is listed in 12.3 of the RFP? Dr. Dawkins responded that we will look at what we have and those looking at what we have in place will also bring what they have seen in other models. Mr. Rachal stated he would like to make a friendly insertion to the RFP that they look at not just salaries, but also the benefits provided.

Ms. Phelps stated she understood staff would bring an updated version of our salary schedule, and Dr. Dawkins responded that is correct.

Vote on the motion with the insertion carried unanimously.

REVISIONS TO CPSB POLICY GBCB-STAFF CONDUCT/BOARD MEMBERS' CONTACT

Jackie Lansdale, CFT/SP, stated that if she understands this policy correctly, an employee will only have the right to email a board member at the CaddoK12 address and asked if the employee would have any recourse if a board member blocks that email address? She asked if an employee's email is blocked, will they be allowed to call a board member on the telephone? Mrs. Lansdale asked as public servants, what will be the board's action if a board member does not answer their phone or return the telephone call? She noted that some of the board members' email addresses, other than the CaddoK12 addresses, are readily available on Google and asked if employees should know that they should not email board members and will there be a penalty if they do? She asked if as the representative of over 2200 employees who are members of the CFT she is given the board members' email addresses and phone numbers, does it constitute giving it to those 2200 employees? She asked if members of the community other than employees will be able to call and email board members or will the ban on this be exclusive

to just the employees. She asked the board about the true purpose of this policy and if it means that board members do not want to hear the employees opinions and ideas on issues? She asked why is the board more interested in denying access to your employees than to encouraging conversation and allowing the real issues to be addressed, i.e. discipline, meetings, interruptions, and pay. Mrs. Lansdale also asked the board how it intends to enforce this policy?

Ms. Phelps moved, seconded by Mrs. Bell, to approve the proposed revisions to CPSB Policy GBCB as submitted in the mailout. Ms. Phelps stated that it has become apparent that there is no direction of communication for the employees to contact board members and she is thankful that the Caddo Parish School Board has given the CPSB employees an access to contact board members through a Caddo Parish site email address and a phone number and mailing address available for all Caddo Parish employees. She said this policy in no way denies anyone because if there is a concern, board members know that the employees will contact board members individually; however, some things distributed to board members have not been from the employees personally and reassured employees that if they ever had a question, the twelve board members are available and they can contact us with the available information. Ms. Phelps said this policy is only meant to give the employees some guidelines on how to reach board members.

Mrs. Bell read the proposed revision and stated that the board secretary has contact information for board members and official contact information is posted on the CPSB website. She explained the problem of employees using her personal email is she receives so many emails it locks up her computer. Mrs. Bell stated that her Caddo email, her home phone as well as her cell phone have been published so that employees can reach her.

Mrs. Crawford asked if this policy is adopted, will there be any recourse if an employee inadvertently emails a board member at their personal email address. Legal counsel Julie Lafargue responded that she believes a violation of policy would be treated on an individual basis like any violation of policy. If the violation is inadvertent then the circumstances of the violation will be considered in the context that it occurred and she would hope that members of administration that deal with the employee that violated the policy would recognize the violation had occurred inadvertently and address it in that manner. However, if the violation occurred maliciously and willfully, then the person would be dealt with in the context of a malicious and willful violation as we do with all violations on a factual, individual basis.

Mr. Rachal stated that he views this as the board members are elected officials and thus he has received phone calls after 9:00 at night. He explained that when this happens, he addresses them directly. He added he doesn't have a problem not answering his cell phone, because anyone can leave him a message and he can return their call. He also stated he doesn't have a problem not answering emails and deleting emails and he understands that not everyone has every avenue available to contact him, and if his email address is readily available to contact him, he believes he should be concerned about their thoughts. Mr. Rachal stated he believes this is an individual issue and that the board should not be building a policy and that he does not support this.

Mrs. May stated that she has no problem receiving emails, but asked that those emailing her not click it twice, since it will send it twice, and ultimately slow down her computer.

Mr. Guin asked if the maker of the motion would consider an amendment to the policy on the third line following Board members' official contact information by adding "and district supported emails where everyone can email individual board members and blocking will not be allowed by staff or board members". Mr. Guin stated he can support this policy if the amendment is in it because he has a work based email system which is on a server and when employees send him hundreds of emails, it locks up the server, and causes him a problem with his boss. He added it's not that he is not interested in what employees have to say, it's that it jeopardizes his job and if you are not careful, it could put restrictions on people being able to run for public office as a result. He stated he believes a decision was made to put together a web-based or wherever a board member had email capability a couple of years ago and he is appalled that a former superintendent blocked that email for anyone. He also stated it appalls him that any board member would block that for anyone. He said he believes it is incumbent upon the board to be accessible whether board members choose to read all the emails or not.

Ms. Guin moved, seconded by Mrs. Crawley, to amend the proposed revision to include on the third line and following Board members' official contact information add "and district

supported emails where everyone can email individual board members and blocking will not be allowed by staff or board members". Mrs. Crawley stated she spoke with the superintendent concerning them being blocked and she doesn't want us to do anything to make it look like the board does not want them to contact them. She said she appreciates their concern for their profession and how she, as a board member does her job. Ms. Priest stated that for informational purposes, if anyone who has been sending hard copies of emails to her, she has not received them because they were going to the wrong address.

Ms. Phelps again stated that these are only guidelines of how to reach board members and never an intent of not being able to reach board members. She also stated that she spoke with the attorney about adding in the first line mailing addresses or phone number.

Vote on the amendment carried unanimously. Vote on the main motion as amended carried unanimously.

SUPERINTENDENT'S REPORT

Update on Louisiana Promise Drop-Out Summit on January 9, 2009. Dr. Dawkins announced that a regional drop-out summit will be held in the area on January 9, 2009 which is a follow up to the statewide summit. He announced that additional information will be sent to the board members.

Truancy Initiatives. Dr. Dawkins reported that staff has been engaged in dialogue with the new District Attorney Scott, Juvenile Judge Matlock, BYJ and our staff to look at our truancy policies and operational procedures for improvement in being more efficient and responsive. He announced that on December 1st at 4:30 at Captain Shreve a community forum will be held at which time a panel will discuss truancy and our initiatives to fight truancy.

Caddo Plan Update. Dr. Dawkins stated that the work to upgrade our technology has somewhat taken a back seat and he will bring forth for the board's information his opinion as what needs to be done in this area. Dr. Dawkins shared that areas that will be addressed relative to technology needs for bringing our instructional and operational sides up to speed include classroom application, data center, disaster recovery, human resources and payroll and student information systems, finance program, campus safety, automatic calling system, parent portal, student email addresses, etc. The superintendent announced a work session will be scheduled to take the board through a technology plan staff has been working on.

Mr. Rachal stated that when Dr. Dawkins first came to Caddo, one of his concerns he addressed with the new superintendent was the technology and the annual cost for books and he is glad to see this in his districtwide plan. He also stated he is glad to see the attendance and automatic calling system as a part of this plan.

Superintendent Goals from Board Retreat. Dr. Dawkins shared with the board proposed goals for the 08-09 school year that came from the board's retreat. The areas he believes we should focus on include (1) increased Academic Achievement for all students; (2) fiscal planning for the future; (3) assessment of all infrastructure needs for supporting world class education; (4) increased communication and marketing of the district; (5) increased parental involvement; and (6) development of a districtwide strategic plan. The superintendent stated he brings this to the board for information and consideration only and he will submit a recommended list at the board's meeting in December.

UNFINISHED BUSINESS

Ms. Phelps shared with the board information from the District 6 community relating to the unacceptable schools and that she knows the superintendent is looking at making changes for next year; however, she is asking for the board's support to expedite making these changes as it relates to administration. She asked if it is possible and we know some of the administrations will not be there, to make those positions available for those who might apply for them so than can become acclimated to those schools prior to the beginning of the next school year? Ms. Phelps stated on behalf of the District 6 community, a speaker came forth with concerns as late as February 2007 that included low morale, lack of support of school spirit, discouragement of community involvement, high teacher turnover, staff leaving the school, parish, state and city

and the lack of support about the athletic administration. Ms. Phelps said the speaker stated it was imperative that she speak to someone about these concerns and to date, no one has gotten in touch with her. She added that these concerns continue to come to her on a daily basis and she has expressed those concerns to administration. Ms. Phelps stated it is appalling to her that we have parents, constituents, and community members voice their concerns to Central Office and leave feeling that nothing will be done. She said she has explained to them that we have been waiting on a new superintendent and begged them not to call the media, but they are very adamant about wanting to see changes made so that these schools feel like they were included.

Mr. Burton ruled that the comments have gone beyond the AU schools to talking about complaints which is not on the agenda. He asked Ms. Phelps to discuss these things with the board at the work session.

ANNOUNCEMENTS AND REQUESTS

Phillip Guin, District 1, read a letter addressed to President Willie Burton, submitting his resignation as of Sunday, November 30, 2008, as the representative of District 1 on the Caddo Parish School Board. Mr. Guin expressed his appreciation for the assistance and dedication of his fellow board members over the past 10 years. He said he knows of someone who is interested in serving as interim and intends to run for the vacated seat – Mr. Steve Rials; and asked the board to consider him for this position. Mr. Guin also encouraged the board to always put the children and staff first in each and every decision, to stay away from the special interest groups as in most cases they do not represent the constituents in the district, and maintain the integrity of the position as board members as a policy-making entity and holding the superintendent accountable to the goals and policies of the board. Mr. Guin encouraged board members to listen and support the new superintendent as he attempts to put into place programs to improve our underachieving schools, noting that to do this change will be necessary. He added that while everyone knows change is not always popular, he believes if the board will make these tough decisions, positive results will follow.

Mr. Burton announced that we will follow the process to make public notice that the position is open and hopefully, the board will be able to vote on an interim replacement at the December 2nd meeting.

Attorney Julie Lafargue stated that Mr. Guin's resignation will not be effective until November 30, 2008 and because there is more than one year remaining in his term, a special election will be held in the spring. She stated that the board must hold a special called meeting within 10 days of the effective date of his resignation of November 30, 2008 to declare his position vacant and to appoint a person to fill his vacancy and to order a special election to fill his vacancy. She said that because the board has a special worksession scheduled for December 2nd, the board can do those things at that meeting.

Ms. Phelps asked for an update on the BoardDocs voting mechanism.

Mrs. Hardy expressed her appreciation for Mr. Guin's service as the representative from District 1 and wished him much success in the future.

Mrs. Hardy also recognized Mr. White from the David Raines Community Health Center present in the audience.

EXECUTIVE SESSION

Student Readmission Appeal. *Ms. Crawford moved, seconded by Mrs. Crawley, to approve staff's recommendation for students M.G. and C.J., as parents are in agreement with staff's recommendations. Vote on the motion carried unanimously.*

Adjournment. *Mrs. Crawley moved, seconded by Ms. Priest, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 6:20 p.m.*

December 2, 2008

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 6:05 p.m. (immediately following the executive committee meeting) on Tuesday, December 2, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Dr. Gerald Dawkins, secretary, and Reginald Abrams, legal counsel. President Burton announced that Mr. Ramsey is absent due to illness. The prayer and pledge were omitted.

PERSONNEL RECOMMENDATIONS

Mrs. Crawford moved, seconded by Ms. Phelps, to approve personnel recommendations as recommended by the superintendent and submitted in the mailout. Dr. Dawkins announced that he is bringing a recommendation, due to the extended medical leave of the principal since the beginning of this school year, that Patrick Greer, assistant principal who opened the school year and has continued to assume the responsibilities, be appointed as the acting principal for the duration of the school year and that he be compensated accordingly. Vote on the motion carried unanimously.

CIVIC FLU MIST MEMORANDUM OF UNDERSTANDING

Mrs. Crawford moved, seconded by Mrs. Crawley, to approve the Memorandum of Understanding between LSUHSC-S and the Caddo Parish School Board for the period of November 10, 2008 through January 30, 2009 for additional flu vaccinations for children. Vote on the motion carried unanimously.

RESOLUTION TO PURCHASE PROPERTIES AT 725 and 727/729 KINGS HIGHWAY

Mrs. Crawley moved, seconded by Mr. Rachal, to approve the resolution authorizing President Willie D. Burton to execute the documents for the purchase of the properties at 725 and 727/729 Kings Highway as follows and as submitted in the mailout. Vote on the motion carried unanimously.

RESOLUTION OF CADDO PARISH SCHOOL BOARD

The following resolutions were presented and approved unanimously by vote of the Board of Directors of the Caddo Parish School Board on December 2, 2008:

RESOLVED, That the Caddo Parish School Board (the "Corporation") purchase the property municipally known as 725, 727/729 Kings Highway, Shreveport, Louisiana, more particularly described as follows:

Lots 49 and 50, BON AIR SUBDIVISION, a subdivision in Shreveport, Caddo Parish, Louisiana, as per map thereof recorded in Book 100, Page 198, of the Conveyance Records of Caddo Parish, Louisiana, together with all buildings and improvements thereon or thereunto in anywise appertaining, which improvements are known as Municipal Nos. 725, 727 and 729 Kings Highway, Shreveport, Louisiana 71104, for the sum of \$140,000.00, and that the officer set forth below execute any and all documents necessary and proper to complete such property transaction on such terms and conditions as the officers set forth below may deem proper.

BE IT FURTHER RESOLVED that Willie D. Burton, President, acting alone, is hereby authorized and empowered to purchase the immovable property described above on behalf of the Corporation, on such terms and conditions as he may deem proper, and to execute any and all documents necessary to complete the acquisition of the aforesaid immovable property on behalf of the Corporation.

BE IT FURTHER RESOLVED that all acts heretofore performed by Willie D. Burton, President, acting alone, with respect to above referenced property are hereby ratified and confirmed as the true acts of the Corporation.

I, the undersigned Secretary of the Caddo Parish School Board, hereby certify that the foregoing is a true and correct extract of resolutions of the Board of Directors of the Caddo Parish School Board passed pursuant to a vote of the Board of Directors on the date set forth above, and that the said resolutions were properly adopted by the Board of Directors of the Caddo Parish School Board, are in full force and effect, and have not been revoked, modified or suspended.

THUS DONE AND SIGNED this _____ day of December, 2008.

/s/ Dr. Gerald D. Dawkins
By: Dr. Gerald D. Dawkins (print name)
Secretary, Caddo Parish School Board

PROCLAMATION DECLARING DISTRICT 1 SEAT VACANCY AND CALLING FOR A SPECIAL ELECTION DUE TO THE RESIGNATION OF SCHOOL BOARD MEMBER PHILLIP GUIN

Mrs. Crawford moved, seconded by Mrs. Hardy, to approve the Proclamation declaring a vacancy in District 1 and calling for a special election due to the resignation of School Board Member Phillip Guin as follows:

PROCLAMATION

WHEREAS, the Caddo Parish School Board has received notification from Phillip Guin of his resignation as the member of the Caddo Parish School Board from District 1, effective November 30, 2008.

WHEREAS, the resignation has created a vacancy in Caddo Parish School Board District 1 and the unexpired term of office in which the said vacancy exists will end on December 31, 2010 and exceeds one year.

NOW THEREFORE the Caddo Parish School Board does hereby issue this Proclamation pursuant to LSA-R.S. 18:602(E)(2) ordering a special election to fill the said vacancy in Caddo Parish School Board District 1 for the remainder of the unexpired term as follows:

- (1) *The Special Primary Election shall be held on Saturday, April 4, 2009; and*
- (2) *The Special General Election shall be held on Saturday, May 2, 2009.*

The dates for qualifying for the candidates in the Special Election shall be February 11, 2009 through February 13, 2009.

This Proclamation shall be published in the official journal of Caddo Parish and a copy thereof shall be sent by certified or registered mail to the Clerk of the First Judicial District Court of Caddo Parish, Louisiana and to the Louisiana Secretary of State as required by law.

CERTIFICATE

I, Gerald Dawkins, Superintendent, of the Caddo Parish School Board, hereby certify that the above and foregoing is a true and correct copy of the Proclamation passed by the Caddo Parish School Board during the board meeting held on December 2, 2008, for which meeting due public notice was given and a quorum present.

Shreveport, Louisiana, this 2nd day of December, 2008.

/s/Dr. Gerald D. Dawkins
*Dr. Gerald D. Dawkins, Superintendent
Caddo Parish School Board*

Vote on the motion carried unanimously.

ESTABLISH PROCEDURES FOR FILLING THE DISTRICT 1 VACANCY

Ms. Priest moved, seconded by Mrs. Hardy, to establish the following procedures for filling of District 1 vacancy:

That the following procedures for filling the District 1 position be advertised in the official journal;

*That applications filling the Caddo Parish School Board District 1 position be addressed to the President of the CPSB and accepted by **hand delivery** at the superintendent's office located at 1961 Midway Avenue, Shreveport, La. until 12 noon on Monday, December 8, 2008;*

That interviews of candidates will follow the following format:

FORMAT FOR INTERVIEW SESSION-(Up to 10 minutes per candidate)

- I. *Each candidate will present an opening statement addressing the following:*
 - A. *His or her reasons for desiring to serve as interim board member from District 1;*
 - B. *His or her special skills or experience to offer as a board member from District 1;*
and
 - C. *His or her perspective on the role of a board member*
- II. *Each candidate will be allowed to make any final summary statement if time permits.*

Interviews to be held at a special board meeting to be held on Tuesday, December 9, 2008, at 4:30 p.m. at the Caddo Parish School Board office board room, 1961 Midway Street, Shreveport, La.

Ms. Phelps asked legal counsel for clarification that this will be an interim appointment until a special election is held. Mr. Abrams explained that it will be interim until a special election is held April 4th (Primary) and May 2nd (General).

Vote on the motion carried unanimously.

SCHEDULE A SPECIAL BOARD MEETING FOR PURPOSE OF INTERVIEWING CANDIDATES FOR DISTRICT 1 VACANCY AND SELECTING AN INTERIM APPOINTMENT

Mrs. Hardy moved, seconded by Mrs. Crawley, that there be a special board meeting held on Tuesday, December 9, 2008 at 4:30 p.m. for the purpose of interviewing candidates for the District 1 vacancy and for selecting an interim appointment. Vote on the motion carried unanimously.

ANNOUNCEMENT

Dr. Dawkins announced that staff would like to make the board aware of some of the hardware and software for consideration and that he will be scheduling some time for the board prior to the meeting on the 16th.

Adjournment. *Mr. Rachal moved, seconded by Mrs. Crawley, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 6:15 p.m.*

Dr. Gerald D. Dawkins, Secretary

Willie D. Burton, President

December 2, 2008

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at approximately 4:30 p.m., on Tuesday, December 2, 2008 with President Willie Burton presiding and Bonita Crawford and Lillian Priest present being a quorum. Other school board members present were Eursla Hardy, Charlotte Crawley, Lola B. May, Tammy Phelps, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present were Secretary Dr. Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Ms. Priest led the invocation and Pledge of Allegiance.

PRESENTATIONS

Superintendent Dawkins stated that at last month's meeting he shared with the board information on upgrading our technological assets to enhance education and our efficiency as an operation. He announced he plans to bring a recommendation for the board's consideration on upgrading, in a very aggressive manner, our technological capabilities for the students and the adults working with our students. Dr. Dawkins added he would like to schedule a session for board members to experience and explore some of the technological innovations that are happening in our schools and in the business functions of our schools.

The superintendent stated that we have an objective of providing learning applications to our students and staff and we need to engage parents and the community at a higher level and he believes this can be accomplished by enhancing our technological abilities. He said we still have students taking paper attendance sheets to the office each day and in the seriousness of tracking our students' attendance, grades, and progress, we need to do better than this. He said we need to enhance student achievement and it is important that they have access to more information, and noted that the world in which our students will live and work in is one built on technological advances that Caddo does not have for its students. He added that it is also necessary for us to comply with industry and governmental regulations by streamlining our operations. Dr. Dawkins also shared with the board that it is necessary for us to enhance our network services by providing student emails, student information systems, laptops, safe and wireless campuses, applications in the area of finance, human resources, and payroll; and upgrades in disaster recovery; and he explained/highlighted aspects of each area and ways in which we can accomplish these electronically.

Superintendent Dawkins, in summary, stated that we want to increase student performance through the use of technology, we want the overall effectiveness of student achievement through the use of technology, we want to introduce all students and have them on the cutting edge of the 21st Century for their learning styles, and we want to upgrade our network physical structure. He added he will bring to the board a comprehensive plan that will address Caddo's needs to upgrade our computer system, to supply our students over a period of two to three years from the 4th grade with laptop computers and give them access to all the information they can possibly get, because this access to information 24 hours a day is an advantage that they all need if they are to be competitive in the 21st Century, and unless we seriously look at providing these things for our students, they will be at a competitive disadvantage.

Mr. Rachal asked if anyone specializing in ACT Preparation will be a part of the presentation? Dr. Dawkins replied we can certainly have them a part of the presentation.

Mrs. Crawford asked about students taking computers home and how will they be able to have access into the programs? Dr. Dawkins responded that he believes this will be possible through a district wireless connection, and is part of what we will look at building. Mrs. Crawford also asked about the EduSoft program in place for tracking students and if someone could provide feedback to the board? Dr. Dawkins responded that staff is assessing every program in place and he is finding that there is some unevenness in what some schools have in place, and his goal is to make sure every school has access to the same information.

Mr. Rachal stated that for the past three years he has fought every year to get more money in the budget for technology and he is hoping that, as we go through this process, we are looking at additional people to help in technology. Dr. Dawkins noted the complaints staff receives from the schools is the ability to respond quickly to the schools' needs and assured the board that staff training will be a part of the package brought to the board for consideration.

ESTABLISH THE AGENDA FOR THE DECEMBER 16, 2008 CPSB MEETING

Superintendent Dawkins highlighted the agenda items being presented for the December 16, 2008 meeting and the following discussion ensued.

Bethune and Other AU Schools. Mrs. Bell noted the reports on BTW and Bethune and asked about reports on the other AU schools. Mrs. Gunn explained that these two reports were from the Distinguished Educators furnished by the State Department of Education at those two schools. She added that additional information on the remaining schools can be provided for the board's information. Mrs. Bell asked if the board could possibly get a report from the State Department's visit to the AU schools? The superintendent responded that staff can provide this for the board. Ms. Phelps asked if Dr. Banks and her company have visited all the AU schools? Dr. Dawkins responded they have and will be at the board meeting on December 16th to give a full report on those visits.

GASB 45 Reporting Requirements – Other Post Employment Benefits. Mrs. Crawley asked about the statement "Other Post Employment Benefits"? Jim Lee explained this is the same thing and is the actual name that GASB has given to the health care and life insurance benefits we pay on behalf of retirees. Mrs. Crawley asked Mr. Watson to provide information on insurance for future retirees and how many retire from the system with less than five years of service. Dr. Dawkins noted that in the request for tiered information, he will bring information in January.

Selection of Board Member to Discipline Review Committee. Ms. Phelps stated she is pleased to see that the selection of the Discipline Review Committee is on the table as this is something she has discussed with Mr. Abrams.

Cecil J. Picard (CJP) LA4 Early Childhood Program Grant. Mrs. Crawley asked Mrs. Bell if she will be asking for an Attorney General's opinion on this item? Mrs. Bell explained that she will not since she had spoken with Senator Lydia Jackson who will be working on this with the Legislature. Mrs. Crawley stated that she wants as much attention as possible to the fact that our Legislature is requiring us to partner with non-public entities. Mrs. Crawley asked if Young Years will be removed when the board votes on this item? A response was given that the board will be asked to vote on it as it is. Mrs. Crawley stated that she doesn't understand why we would want to do that if we don't agree with it and we are asking that it be changed. Mrs. Crawley asked if the board does not approve this item, is it voting against our current LA4 classes receiving any funding? Dr. Dawkins explained that if the board votes against this item, we will not lose any money this year, and we will apply for money next year the same as we did this year. He added that the only way we will lose any money is if there is a problem with the state funding. Mrs. Crawley also asked that the superintendent evaluate all our school buildings as to where we can place LA4 classes. Mrs. Bell stated that it is necessary for the board to vote this item up or down so staff can proceed with applying for the \$1.6 million, and we do have a year to work with the Legislature and the Louisiana School Boards Association to get this changed before it comes for another vote. She said in talking with members of the Legislative Delegation, she doesn't believe they knew of our concerns nor were they aware of what this legislation entailed. Mrs. Bell suggested that Ms. Priest as the board's Legislative Liaison and Ms. Phelps as the LSBA representative could offer assistance in these areas.

Mr. Rachal stated that he has asked the board's attorney to summarize and highlight the points and effects of this legislation and forward it to the board members prior to the regular meeting on the 16th.

Revisions to CPSB Policy BDD-Board Meeting Procedures. Ms. Phelps stated that she believes this item can be considered in conjunction with Item 9.09 "Election of 2009 Officers". She stated her concerns over some of the rulings by the Board President which she has not challenged, but she has not agreed with them, and she wanted to look at the possible need to revise policies if we are not following Roberts Rules of Order, i.e. allowing speakers time to speak to specific subject matters. She added that with the election of new officers, she hopes we will try to be more professional toward allowing everyone time to speak to items, not to debate them, but allowing for comments. She said we only meet twice a month and she believes there are concerns that need addressing so board members can get back with their constituents.

Mr. Burton stated that procedures are described in the policy and they are used as a guide and not necessarily etched in stone, and the board implemented time limits even though they are very seldom enforced. Mr. Burton stated it is the Board President's responsibility to make certain that procedures in the policy manual are followed. Ms. Phelps stated there is a difference between a debate and making comments and when someone has a comment or a difference of an opinion to make, this is not a debate. She said when she made comments at the last meeting about concerns expressed by constituents in District 6, she doesn't believe it was a debatable issue, but only comments from concerned constituents. Ms. Phelps stated she believes if it is necessary to change some of the procedures to allow board members to express these concerns or to challenge it in the future, she plans on doing so.

Mr. Rachal asked for clarification from Board Member Phelps as to exactly what this item is. Ms. Phelps said she will be looking to see if she needs to bring any revisions to this policy because she didn't think there was anything in the policy that put time limits on making comments, not a debate. She added that however we need to have a little more common courtesy in allowing board members to share concerns, because board members know what ample time is, but not to abruptly, rudely cut someone off. Mr. Burton responded he did allow ample time under unfinished business because the board member missed the conversation on the agenda item, and he did that as his privilege as president. He stated that everyone knows there is a time limit for speaking to an item. Ms. Phelps stated that she is not talking about that one particular time, and Mr. Burton responded that she was probably wrong all the time. Mr. Rachal withdrew his question.

Policy Re: Off-Site Public Advertising by Students. Ms. Phelps commented on concerns expressed to her by the community regarding the issue of the billboard by Byrd students. She said she is not sure what the procedure is for handling such issues as this, or if it is any of our business how or where students or any other constituents place billboards. She noted that she believes the billboard in question was actually in very good taste and felt it was positive advertising, which is something she expressed in last year's board retreat, about one of our schools. She said she was very disappointed to learn that the school board had input on the relocation of this billboard and she understands it was presented as a threat by administration and there was a concern regarding safety. Ms. Phelps said if safety is the issue, she understands this is something that needs addressing; and if rivalry is getting out of hand to the point we are concerned for the safety of our students, then we need to address not only this, but also t-shirts that are being worn, writings on cars, etc. She indicated she would like for the committee to look at this; however, she believes we sent the wrong message when administration became involved and told these students where they could and could not place a billboard that they paid for with their own money.

2008-09 Goals and Objectives. Superintendent Dawkins stated that he had announced he would send to the board his proposed goals and objectives based on the district needs and those that came from the board retreat. Dr. Dawkins shared with the board the following goals by which the board can measure his work for the 08-09 school year.

- The superintendent will develop and implement a comprehensive plan to address the academic needs of all academically unacceptable schools, completion date of June 30, 2009.
- The superintendent will conduct a financial audit of all the school district's fiscal assets and resources, every building, every program, every process, so we can know exactly where we are from a fiscal standpoint.
- The superintendent will conduct a complete architectural engineering study of all district facilities to determine if we need new buildings, renovations, additions, electrical and plumbing upgrades, etc.
- The superintendent will develop a comprehensive district communications and marketing plan to tell our story inside and outside the organization.
- The superintendent will develop a comprehensive district parental involvement plan for K-12 that will apply to all of our schools.
- Engage the school and community members in the development of a district-wide strategic plan for addressing the major issues of our school district.

Superintendent Dawkins stated that as we move forward, we must have a comprehensive plan for our district and look at the community and work with each other to determine the future and the fate of the school district from the educational programs we have and from our strategic focus so we can be a strong center of preparation for our young people, and he will submit these goals to the board at the next meeting for approval.

Mrs. Bell asked about addressing the removal of the disruptive children from the classroom and if the superintendent has considered moving them to a career-based site? She said she was very impressed with the forum held on Monday and knowing that some of these children may not go to college, they do have the skill to possibly put a motor together faster than they can at General Motors. She also asked about the possibility of revamping the programs at Oak Terrace and Hamilton Terrace and adding something in the plan to make sure we are meeting the needs of the students, and getting the disruptive students out of the classrooms where they are disrupting the learning. Dr. Dawkins stated that in the plan to address the AU schools, we are looking at the alternative students and how to better serve them and their needs, as well as students in the COC program and over-age students. He added that as we discuss this with the state superintendent, it will be a part of the mix in the plan for preparing students for work and for college. Mrs. Bell stated she believes if the superintendent looks at the 11 AU schools and removes students who are being disruptive and tearing them up, these schools would not be on the academically unacceptable list.

Mrs. Bell asked the superintendent to look at the many policies in the Caddo Parish Policy Manual as there are many that need to be removed and/or revised. Mr. Burton stated that staff has looked at the manual and the board addressed many of them several years ago. Dr. Dawkins stated he asked staff about a regular review of policies in the district and since it doesn't appear to be, he will be addressing this issue so they are reviewed on a regular basis.

Mrs. Crawley asked if there is a focus under any one of the six goals on Human Resources, the recruitment and retaining of certified teachers? Dr. Dawkins explained that typically there are five goals and he has presented six; however, if the board wishes to add a seventh goal, it can do so, but the timeline becomes longer. He announced he will be assessing every system in the organization even though he did not list it as a goal.

SUPERINTENDENT'S REPORT

The Caddo Plan. Superintendent Dawkins announced that he and members of the staff will be in Baton Rouge on Friday, December 5th, to meet with the State Superintendent and his team to discuss the status of Caddo's Plan and our request to retain our schools. He said he will provide information when he returns.

Districtwide Strategic Planning. The superintendent stated that he will be asking the board after the first of the year to begin the process of engaging in districtwide strategic planning to include the staff and the community in our efforts to prepare for the future of the school district.

2009-10 Capital Projects. Dr. Dawkins shared with the board a prioritized list of capital projects and reported he will bring a recommendation to the board to accept this critical list of projects that affect the health and safety of our students first and then those that require attention structurally. He reported there is approximately \$16 million, and he has cut the amount of available funds off at \$13 million, so that the remainder can be used to help fund some of the technology upgrades so there is no additional cost to our budget. He further stated that a full budget plan for implementing the technological recommendations will also be presented to the board for consideration.

Mrs. Armstrong asked the superintendent about the designer fees and if this is the project designers, the architects, etc.? The superintendent responded it is. Mrs. Armstrong also asked if this amount includes any of the technology piece? Dr. Dawkins responded it does not at this point, and that the Data Center has about \$2 million of the total \$16-17 million capital outlay budget. Mrs. Armstrong asked if the project contingency is for additional capital projects that we might see fit to offer? Dr. Dawkins stated that the contingency is normally set aside for emergencies.

Ms. Phelps asked about the prioritization of capital projects and where did the committee come in that normally prioritizes projects? Dr. Dawkins stated this did come from the committee and Steve White explained that these are the more critical needs and does not include what goes to the principals and comes back as their “wish list”. He further explained these are things the district is bound to do for safety reasons, i.e. ADA accessibility requirements, and upgrading the data districtwide for children in all locations. Ms. Phelps asked if this is the first year we have prioritized through the superintendent and not through the wish list? Mr. White said this is not an absolute prioritizing through the superintendent, but it is things he as staff is recommending, i.e. Office of Civil Rights has instructed us that we must move forward with making the Fairfield Elementary building ADA compliant, so we really do not have a choice to address these issues. Dr. Dawkins further explained these items are the ones he asked Mr. White to prioritize based on health and safety issues first. Ms. Phelps also inquired about the relocation of T-Buildings? Mr. White noted that this item is listed as “to be determined” as staff never knows where or when a school will have the need for an additional room. Ms. Phelps asked about the amount in the Reserve Fund now? Mr. White said he believes it is approximately \$80,000 and has been added to from the sell of T-Buildings.

Mrs. Armstrong asked about the \$80,000 excess and if it is possible to set aside some of this amount and hopefully in about three years address the infrastructure at Walnut Hill for the cafetorium as it needs to be enlarged for a school the size of Walnut Hill as well as an all-purpose room for Summerfield Elementary which is a growing neighborhood school. Dr. Dawkins stated that Mr. White mentioned we have approximately \$120 million in requests and probably three to four times that amount in needs. He further stated that he will be asking the board to allow him to move forward with an infrastructure and architectural engineer study of all Caddo’s schools, and referenced the building at Fairfield that was built in the 1920s. Dr. Dawkins explained that because Caddo does not have a comprehensive plan, we have buildings that are half wired, that are half a lot of different things and unless we know all of them and do a comprehensive plan, and not piece meal these things, we will have two schools with something and others without anything. Dr. Dawkins said the capital projects plan presented to the board is a type of savings and he believes we are fortunate to have it and can use some of it; however, he added if the district is going to catch up in the technological world, there is a need to prioritize some things and wait on some of them a little longer. He added that he will be bringing back a study of every building, current needs, and future needs and how to finance these needs. Mrs. Armstrong stated her understanding, but at the same time, she wants to look at addressing some of these projects that are sorely needed in our schools.

Mrs. Crawford asked why air conditioning at Oak Park is not covered under the bond money? Mr. White explained that what was covered under the bond money was primarily window units and then systems that were in eminent danger of failing. He said that over the past four years, the units at Oak Park and 81st Street ECE and kindergarten classrooms have become maintenance nightmares. Mrs. Crawford asked if these are window units? Mr. White responded they are not, but they are packaged units (central) and were not addressed under the bond issue. Mrs. Crawford asked about the chillers and cooling towers at Captain Shreve and the complaints received from the Kings Crossing neighborhood regarding the noise? Mr. White said he believes the construction of the new wing should help with some of the noise as it will create a barrier between the existing mechanical room and the Kings Crossing subdivision.

Mrs. May inquired about the dilapidated building at Fair Park being removed? Mr. White reported that it was removed approximately two weeks ago and that there was a delay because of getting the heavy equipment in to remove the concrete foundations between the building and access road. Mrs. May asked if all our schools are now air conditioned? Mr. White said all the classrooms are air conditioned; however, there are some auditoriums and gymnasiums that may not be air conditioned at this point, but they should all be air conditioned at the completion of the 2004 bond issue as well as all window units removed.

Mrs. May asked about the handicap accessibility in all our schools, especially Queensborough? Mr. White responded that he will contact her regarding this information.

ANNOUNCEMENTS AND REQUESTS

Mrs. Crawley asked about the status of fixing the windows at Byrd as per the report that was submitted in the spring by a visiting evaluation team? Steve White explained that the windows

were too heavy for the original springs that came with them so he asked a local glass company to put a retrofit on this. Mr. White stated he has not had the opportunity to assess whether or not the retrofit will work and he doesn't want to release the type of money it will take to do all the windows until he determines if this will solve the problem. Mrs. Crawley asked that she be kept up to date on the progress in this request.

Mrs. Crawley also asked about the Christmas supplement? Mr. Lee stated that it is scheduled to be provided on December 12th.

ADDITIONS

Mrs. Crawley noted that she has been receiving a lot of calls and would like for the Superintendent to have a group look at consolidating the concerns she is hearing. She said there are many state laws that cover discipline and many Caddo Parish policies that cover discipline and we have now hired a consultant. Mrs. Crawley stated that she attended one of this consultant's workshops with the principals at the AU schools and she told him that he didn't say anything stupid, and she said this to him because she was receiving calls that he was telling them to do things that breaks state law and Caddo Parish policy. She noted that she is aware of teachers being written up because a child was instigating a fight, and the teacher was written up because the child had not been written up five times previously for that. Mrs. Crawley stated that she wishes us to look at the state laws that cover discipline, the School Board policies covering discipline and anything that the consultant (or anyone else) is bringing for discipline that conflicts with them. She said she believes that the consultant is telling the principals it is their responsibility to handle children who disrupt learning, and not that the teacher has to keep the child in the classroom no matter how much disruption the child causes. She thinks the principals are interrupting this in their own way, and it may be the best way they can handle it, by making the teachers responsible. Mrs. Crawley also suggested that one of the meetings be held with board members who have concerns and also involve the teachers since they are the ones on the firing line dealing with discipline. She said maybe the organizations can put the concerns of their members together and we can then put it all together so it is not one group against another. Dr. Dawkins noted that he has heard of some conflict and he will be addressing this. He asked that specific schools, items, or issues be brought to him so he can address them.

Mrs. Crawley stated that she has seen some of the new books but has been told that some of the teachers have not received the materials to go with them. Dr. Dawkins announced he has asked staff for a school-by-school assessment of materials missing, and he will respond to this as quickly as possible.

Mrs. Crawley asked if the policy passed by the board at the last meeting relative to the email access and not blocking our organizations has been addressed? Dr. Dawkins stated that the policy approved by the board deals with employees. Mrs. Crawley stated that she understands part of the issue was that employees, through their organization, were sending emails and they were bouncing back. Dr. Dawkins stated he understands this, but the policy didn't address that. Mrs. Crawley stated she believes that was the intent, and if the board needs to relook at this to change the wording, she would like to see where it is messed up. Dr. Dawkins stated he will be meeting with the organizations and this will be an item of discussion. Mrs. Crawley noted that is why she seconded the motion and supported the motion, because she doesn't want our employees and our groups to think we are limiting their access, understanding there are appropriate channels.

Mr. Rachal asked that staff add to the bid summary pages information as to where the funds are coming from since it is difficult to read these bid pages online with them being turned sideways. He also asked for clarification on the purchase of vans and if they are \$47,000 each or 3 vans for \$47,000. Staff responded that it is for three vans.

Ms. Phelps asked if there will not be an item on the December agenda regarding BoardDocs and the contract renewal? Dr. Dawkins explained he has asked board members to complete a survey on BoardDocs and staff will tabulate the information and bring it back to the board at the next meeting to determine what the board wishes to do regarding BoardDocs. Ms. Phelps stated that she has been asking, since before March, that we look into the feasibility of using the BoardDocs voting system and not the separate keypads; and knowing that the contract is due, she is still concerned as to why we are not utilizing the BoardDocs voting mechanism. She also noted that

her agenda item addressing this was removed from the agenda without her approval. Ms. Phelps said she knows the contract is due next month and we have been using this program on a trial basis for one year and she is disappointed that she has been asking for this information, i.e. public seeing the agenda on the screen during meetings, additional features of the program, and has not received any response. Dr. Dawkins noted that part of the survey is to determine what additional features board members would like to pursue, and we will look at continuing on a month-to-month basis until a determination is made.

Ms. Phelps asked that an item be added under Superintendent's Report regarding the Hot Line and if it is possible to create an employer hot line whereby employees can call to talkew to the superintendent about their concerns and questions. Dr. Dawkins stated that we do have employees that use the Hot Line. Ms. Phelps responded she believes the concern is they are still channeled through staff.

Ms. Priest asked that a resolution from the CPSB recognizing Phillip Guin's years of service on the CPSB be added to the agenda.

Ms. Priest referenced Mrs. Bell's comments and that staff and the board begin developing a plan to address the educational needs of students who are chronic to learning.

Ms. Priest asked that we begin investigating and possibly develop an Options/Alternative Curriculum in 2009-10 for students not college bound and cannot attend the Caddo Career Technology Center due to grades/behavior.

Ms. Priest asked that staff look at the non-functioning salad bar and other kitchen equipment at Sunset Acres.

CONFIRM THE AGENDA AND CONSENT AGENDA

Mr. Burton recommended Items 7, 8, 9.01, 9.03 and 9.06 as the consent agenda. *Mrs. Crawford moved, seconded by Ms. Priest, to approve the proposed agenda and consent agenda for the December 16, 2008 CPSB meeting as presented. Vote on the motion carried unanimously.*

POLL AUDIENCE

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on the policy approved by the board at last month's meeting regarding the email policy because the genesis of the policy was because of their political action being sent via their domain and going to individual board members. She said she understood that the intent was no one would be blocked, inclusive of that is them as a professional organization. She said she has asked for a verbatim copy of the meeting under public records request so she can ascertain exactly what was said that night and will pass that on to the board. She also said she heard the organization was blocked in 2004 because of their opposition to the 2004 bond and yes they did oppose it, and still oppose it, not because of all the great things the bond did, but because employees were not included in it. She said it was at this time that Caddo started slipping in teacher and school employee pay, as it was at that time that Bossier and DeSoto went ahead of Caddo. Mrs. Lansdale stated that the fact of the matter is they did not send out an email in 2004, but they were blocked in September 2006, which is 2 years later. She added that she also heard the organization gummed up the email and that is why they were blocked and asked if that was the case, why didn't someone have a conversation with them about it. Mrs. Lansdale stated she looks forward to meeting with the superintendent and hopes it can be resolved; however, the same issues that brought them to send these emails are still relevant. Mrs. Lansdale noted a copy of the Louisiana's Teacher's Right to Teach which is supposed to be posted at every school site and it was not until they posted it and administration removed it from the bulletin board the next day. She said it is relevant to note what is posted at the bottom of this and stated the board can anticipate litigation from the CFT/SP if this administration does not come into compliance with state law and parish policy when it comes to removing disruptive students from the classroom.

Adjournment. *Mrs. Crawford moved, seconded by Ms. Priest, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 6:05 p.m.*

December 9, 2008

The **Caddo Parish School Board (CPSB)** met in *special session* in its office at 1961 Midway Street, Shreveport, Louisiana at approximately 4:30 p.m. on Tuesday, December 9, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Eursla Hardy, Charlotte Crawley, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachel, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins and Legal Counsel Reginald Abrams. Mr. Ramsey led the prayer and pledge.

Mr. Burton announced the purpose of the special session is to interview and appoint an interim representative for District 1.

INTERVIEW CANDIDATES FOR THE DISTRICT ONE CPSB VACANCY

The president presented the procedures to be followed for interviewing candidates for the District 1 vacancy as follows: *Each candidate's interview session will be up to 10 minutes; each candidate will present his or her reasons for desiring to serve as interim board member from District 1; each candidate will present his or her special skills or experience to offer as a board member from District 1; and each candidate will present his or her perspective on the role of a board member.* The president also announced if time permits, each candidate will be allowed to make a final summary statement.

The following candidates shared with the board why they desired to serve as the interim board member from District 1: Michael Glover (200 Church St., Belcher); Neil Kalberg (8224 Chickamauga Trail); and Steve Riall (8033 Old Mooringsport Road).

APPOINTMENT OF INTERIM CPSB REPRESENTATIVE TO FILL THE DISTRICT ONE VACANCY

Mr. Rachal moved, seconded by Mr. Ramsey, that the CPSB appoint Mr. Steve Riall to fill the District 1 vacated seat.

Ms. Priest stated that the public school system has been under attack recently by the state department as well as nationally, and asked each candidate to share what they envisioned as the role or the direction of public education? Each candidate shared their thoughts as to what they believe and envision the role and direction of public education to be.

Mrs. Hardy moved, seconded by Ms. Phelps, that the CPSB consider all three candidates (Steve Riall, Neil Kalberg, and Michael Glover) and each board member has one vote.

After discussion, Mr. Ramsey stated it appears all board members are in agreement with Mrs. Hardy's recommendation and if Mr. Rachal is in agreement of withdrawing his motion, he will withdraw his second. Mr. Rachal stated he is in agreement.

The president announced there were three candidates and each candidate's name would be announced and board members each would have one vote. As each candidate's name was announced, the following votes were cast: Michael Glover (1 vote – Phelps); Neil Kalberg (3 votes – Hardy, Priest, and Bell); and Steve Riall (6 votes – Burton, Crawley, Crawford, Rachal, Ramsey and Armstrong). The president announced that Mr. Steve Riall is the new interim representative for CPSB District 1 until the election in the spring.

OATH OF OFFICE

Legal Counsel Reginald Abrams administered the oath of office to newly appointed interim board member for CPSB District 1 Mr. Steve Riall. The board and audience extended congratulations and welcomed Mr. Riall to the board.

Adjournment. *Mr. Riall moved, seconded by Mrs. Bell, for adjournment. Vote on the motion carried unanimously and the meeting adjourned at approximately 5:10 p.m.*

December 16, 2008

The **Caddo Parish School Board (CPSB)** met in regular session in its office at 1961 Midway, Shreveport, Louisiana at approximately 4:30 p.m. on Tuesday, December 16, 2008 with President Willie Burton presiding and the following school board members present being a quorum: Steve Riall, Eursla Hardy (arrived at 4:38 p.m.), Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Bonita Crawford, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Superintendent Gerald Dawkins and Legal Counsel Reginald Abrams. Mr. Burton led the prayer and Pledge of Allegiance.

President Burton welcomed Mr. Steve Riall, newly appointed interim District 1 representative.

CONSIDERATION OF MINUTES OF THE NOVEMBER 11, 2008, NOVEMBER 18, 2008, DECEMBER 2, 2008 and DECEMBER 9, 2008 CPSB Meetings

Mr. Rachal moved, seconded by Mrs. Crawford, to approve the minutes of the November 11, 2008, November 18, 2008, December 2, 2008 and December 9, 2008 CPSB meetings as submitted. Vote on the motion carried unanimously.

ESTABLISH THE AGENDA AND CONSENT AGENDA

Superintendent Dawkins presented items for the board's consideration. President Burton announced that Items 9.08 "Revisions to CPSB Policy BDD – Board Meeting Procedures" and 9.09 "Policy Re: Off-Site Public Advertising by Students" are postponed and the Consent Agenda Items are 7, 8, 9.01, 9.04 and 9.07. Ms. Phelps asked the superintendent to add addressing alternative schools along with the AU schools to his goals and objectives.

UPDATE ON BETHUNE AND OTHER AU SCHOOLS

Superintendent Dawkins introduced and welcomed Dr. Sharon Banks, Banks and Associates, who shared a mid-term report on the activities thus far in their work in Caddo. Dr. Banks stated that knowing schools are built on positive relationships, she believes they have been successful in developing some positive relationships with leaders in the AA and AU schools. She reported they have witnessed many best practices in the schools and if it is possible to take the best practices from each of the buildings and put them together, she feels there would be less to worry about in these schools. Dr. Banks reminded the board that when coming to the board last fall, they were working with some clear objectives that they believed, according to national research, if a school and its leader are to be successful, the leader must have a clear focus, a high standard, as well as high expectations along with providing a road map for themselves and the staffs to follow. She noted that leadership was the third point emphasized and it is imperative that an outstanding leader know leadership, develop it, and always try to improve upon it. Dr. Banks stated there was collaboration present in these buildings and there was always communication; there was alignment between the district level to the school and from the state to the district, along with frequent monitoring at both levels. She added that professional development is a very important key, and she believes there is none in the country better than what Caddo Parish has in place. She said the professional development program Caddo has in place offers an outstanding opportunity for anyone who is interested in receiving additional staff development. Dr. Banks stated it is also important that there is always a supportive learning environment, and the need for increased parental involvement throughout the district. Dr. Banks said these characteristics are those her group felt very comfortable looking at and reported they spent a week talking with principals, as well as conducting on-site interviews regarding their goals and objectives, their background educational expertise, and where they saw themselves as the leader. Dr. Banks reported that following the week of on-site interviews, they continued communicating via telephone and email. She also stated to the board that she is a believer in how the building looks when people first enter determines to a great extent how and what they perceive about that building and what the leadership perceives about their building. They also assessed what the leaders were doing in each building to make sure children are learning as well as what do those in the school's community say about their schools.

Ms. Carol Guse with Edusift shared with the board that prior to their work, they conducted a climate survey in all 28 schools involved. They distributed 2,230 surveys and received back 1,203 (a 54% return). She reported there were 22 questions on the survey in seven categories

and the team looked at the top three areas where buildings seemed to reflect needs or challenges, looking at any area that did not receive at least a 4 or a 5. The three areas which they found most interesting were student interactions, culture and community relations, and learning and assessment. She reported that in addition to the three areas, they also looked at specific incidents and problems in the buildings that principals wished to talk about.

Dr. Banks reported that they will return January 21-23, 2009 to meet with principals, and will invite directors or subject matter supervisors to meet with them on the evenings of January 21st and 22nd at which time the consultants will explain what the first 12 weeks has shown them and those areas that can possibly be shored up. On January 24th they will conduct an inservice from 9 a.m. to 1 p.m. and will bring in three specialists who have been successful in turning around an elementary, a middle and a high school. Dr. Banks added that in February and March they will continue to communicate with the principals via telephone and email to address those things in preparation for the students' testing; and on March 9-13, they will conduct a survey in 17 of the 28 schools (not the 11 already labeled academically unacceptable), and they will be tabulated the week of March 16th by Edusift, and their last visit will be the week of March 23rd, with a final report from the consultants on March 27th. She also stated that on April 20, she and Ms. Guse will meet with Dr. Dawkins and they will give a final report on April 21st to the board. Dr. Banks also noted she has found in her visits that those in the buildings are saying they are going to be the best they can everyday to get ready for testing and she believes this takes a lot of courage, as well as administrators, teachers and parents who believe in Caddo Parish and what we need to do to stay focused for the students.

Mr. Rachal asked for a copy of the survey results presented by Ms. Guse as well as a copy of the final survey results prior to the final report being made to the board.

Mrs. Bell asked if we should lose any of our schools to the state, will Dr. Banks and her staff continue working with those schools or will there be more of our other schools added to them in their efforts? Dr. Dawkins responded that if the state decides to do something, it will be a separate issue, and there is a need here to do some additional work.

Dr. Susan Condrey with Evans Newton, Inc., shared with the board background information on Evans Newton and their charge to coach the teachers. She said that Evans Newton's sole mission has been since its inception to increase student achievement. Dr. Condrey reported they are coaching teachers in schools needing academic assistance; and, at this point, they are approximately half way complete in their schedule if being in the schools 160 days. Dr. Condrey explained to the board the collaborative relationship they have been able to develop between the coaches and the teachers and how appreciative they appear to be in what they are receiving. She said the principals have been very supportive and are given a daily debriefing as well as tips on how they can support teachers in their new learning. Dr. Condrey reported that a weekly written report is presented to Dr. Dawkins, Mrs. Gunn, the directors and Title I.

Dr. Condrey highlighted the district's four established goals as follows: (1) that teachers will teach the GLEs as determined by the state and write their lesson plans to those GLEs; (2) that teachers will teach from bell to bell, (3) that teachers will use multiple and varied assessments to measure the learning of the students; and (4) that teachers will differentiate and individualize instruction of their students. She added that in addition to these four goals, principals were allowed to add additional goals specifically for their schools, and ENI is working with each of them on these, as well as one personal goal from the National School Boards professional teaching standards. Dr. Condrey stated that it is hopeful that 95% of the teachers will be teaching to the GLEs and 95% of their lesson plans will be written to the GLEs. She reported the coaches help the teachers by showing them how to deconstruct the GLEs down to the objective level, and they also help them to integrate the state's comprehensive curriculum on-line which outlines the GLEs, gives appropriate timeframes for teaching them, gives appropriate varied assessments; but it does not connect directly to the textbook. Dr. Condrey reported she believes the results have been that the teacher better understands the GLEs and why they need to know them, higher level questioning in the classroom on a daily basis, more fully covered GLEs in the lesson, and the lessons are better developed. Regarding goal #2, she said most teachers believe they are teaching bell to bell, so this goal is being expanded to ask what percentage of the classroom is really total delivered instruction and they have found it is not 100% because of classroom management issues, discipline problems, bathroom breaks, etc. She added they have been working with the teachers on this topic and modeling how they can raise this level of

instruction time and more focused teaching time. Relative to goal #3, Dr. Condrey reported that their support to teachers for achieving this has been to assist them in writing and using Rubrics in writing authentic assessments and showing real life applications. She said they have been encouraging teachers in creating assessments to use the same vocabulary format of the state's test. She also reported that mini-workshops have also been offered to assist the teachers. Dr. Condrey reported that in support of the fourth goal, teachers have modeled ways to differentiate and individualize instruction by recognizing strategies they can use within their centers by highlighting the strengths of low performing students so they can rise to the top and be recognized for their abilities, giving them strategies for motivation, as well as recommended readings. She said to date, teachers have raised expectations for their own students' success, they understand and desire to differentiate, and they are beginning to communicate more with their colleagues on how to best accomplish this.

Dr. Condrey reported that they are about 53% complete and will be here 42 more times focusing on classroom management, differentiating instruction, flexible grouping, and varied assessments. She also shared some of the feedback coaches have received from their teachers.

Mr. Rachal asked about the non-evaluating term and if this is being used interchangeably with assessment? Dr. Condrey said it is not, because as coaches from Evans Newton, it is not their role to evaluate teacher competency, as this is done by the school principal or director. She added they are working together in partnerships to define needs and set goals for improvement, and they do not go back to the principal with evaluations. Mr. Rachal asked about the possibility of conducting a survey with the teachers to determine what they believe the results have been and that it be mandatory for teachers to respond? Dr. Condrey said it is a good idea and ENI has a survey that they do send with modifications for individual districts.

Ms. Priest stated that under the area of multiple and varied assessments and the comments on the use of vocabulary and format of the state test, she did not see anything under the results that addresses the percentage of our teachers that are using the vocabulary and format of the state test. Dr. Condrey responded that some of the percentages she will be able to ascertain in conversation and she has spoken with the coaches and reads their reports, and in the area of teacher created assessments, they are just beginning to understand them and ask for support in this area. Ms. Priest asked if this is key to test scores if teachers in the AA and AU schools participated. Dr. Condrey responded it would and when students have time to take tests that are like the state test, it will help them; but most critical is the mastery of the GLEs and a clear understanding of them which they are working toward.

Dr. Dawkins expressed appreciation to ENI and Banks & Associates for their help and for bringing an update today.

PRESENTATIONS AND RECOGNITIONS

Burnadine Moss Anderson, executive assistant to the superintendent/communications, on behalf of the CPSB and staff, made the following special recognitions. The president and superintendent greeted and presented each honoree with a certificate/award. Administrators, families and friends present were also recognized.

Mrs. Anderson recognized Al Moore, production coordinator with Comcast, who is working with us in the airing of the CPSB meetings. She announced that as of Monday anyone can go to Local On Demand, Special Category, and the public segment of the CPSB meetings can be viewed.

Anti-Tobacco Poster Winners. The following winners for this year's theme "Don't Use Tobacco" were recognized: Lucy Rauth, Fairfield Magnet (Overall Winner); Alyssa Ruso, Fairfield Magnet, (1st Place at 4th and 5th Grade Level); and Frederick Giles, J. S. Clark Middle School, (1st Place at Middle School Level).

Character Education Contest Winners. The following winners were recognized as winners in the Character Education competition: Ashlyn Tullis, Herndon Elementary Magnet, Overall Elementary School Poster Winner; Reagan Pearson, Caddo Middle Magnet, Overall Middle School Poster Winner; and Taylor Hairston, Northwood High School, Overall High School Essay Winner.

National Merit Scholars. The following students were recognized for showing exceptional academic ability and potential for success in rigorous college studies. The 2008-09 National Merit Semifinalists are Nicholas Taylor, C E Byrd High School; Sarah Bailey, Sarah Craig, Amanda Foy, Victor Leuck, Jonathan McDaniel, Katie C. Nunnery, and Alissa Walsh from Caddo Magnet High School. The National Achievement Semifinalists, recognized as outstanding African American students who have demonstrated promise and who want to increase their opportunities for higher education, are Chandreka Henderson and Jeremy Joshua of C E Byrd High School; Alexis Clay, North Caddo High School; Tommy Adegboyega, Breannah Bloomer, Morgan Franklin, Felicity Hills and Terrica Morgan from Caddo Magnet High School. The National Commended Students, who placed among the top five percent of more than one million students who entered the year 2008 Merit Program by taking the PSAT, are Camille Mott and Anna White of C E Byrd High School; Erin Grogan, Captain Shreve High School; and Patrick Albert, Cecil Fitz-Gerald, Morgan Franklin, Meredith Gilbert, Felicity Hills, Randal Holloway, Christina Howard, Maria Latiolais, Andrea Lin, Errol Mire, Elizabeth Ryland, Cecelia Vergo, and Audrey Westby of Caddo Magnet High School. LaDawn Penigar-Mitchell of C E Byrd High School was recognized as a national Achievement Scholarship Program participant.

Louisiana First Lego League Tournament Winners. The following members of the Ridgewood Middle School RoboRaiders robotics team were recognized for winning 3rd Place in teamwork at the Louisiana First Lego League Tournament held in Metairie, Louisiana on December 6th: Zeor Gweon, Sabrina Deo were present to represent the team. Christy Seal is the coach.

Class A Daycare Five Star Designation. Corinda Watson, Child Care Teacher at Woodlawn High School's PEP-C Childcare Program, was recognized for earning a five-star recognition for a high quality, school readiness curriculum. Mrs. Anderson announced that it is the only day care in the state of Louisiana to receive a five-star recognition and receive \$3,000 for their school readiness tax credit and a \$1,500 improvement grant for two years.

National Board Certified Teachers. Mrs. Anderson recognized the following teachers who attained National Board Certified status last week: Jessica Burford, University Elementary; Jayme Claassen, Arthur Circle Elementary; Linda Endicott, Arthur Circle Elementary; Krista Fanning, Caddo Middle Magnet; Pamela Graham, Fairfield Elementary; Shakita Joffrion-Williams, Bethune Middle Academy; Susan Larey, Itinerant; Deshawna Latch, Summer Grove Elementary; Sherrie Nave, Summer Grove Elementary; Linda Nelson, Itinerant; Carla Preiss, Arthur Circle Elementary; and Pamela Schmidt, Caddo Magnet High School. Each teacher will receive a check for \$1,000 from Caddo Parish for attaining this certification.

VISITORS

Sally Cox, president of the Caddo Retired Teachers Association, addressed the board on the item addressing GASB and the opportunity to establish a trust to set aside money for the future of health care for retirees. She encouraged the board to vote in favor of setting aside the \$5 million being proposed in this trust as well as commit future monies from the retirees drug subsidy to this fund from this time forward to help fund future health care costs for retirees. She said GASB has required the board to look at the liability of the future health care cost as it is a fact and will not go away; however, the board has an opportunity to reduce the impact of investing the money down. She said by planning ahead, the board will be a good steward of public monies and she shared examples of where setting up trusts has been a very positive thing for the state and country. Mrs. Cox again urged the board to get staff to answer any questions they may have and move forward in support of this recommendation.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board by stating that how one spends their time and money says what is important to them and as a board, actions in setting policy, making financial appropriations, responding to the needs of employees and employee groups sends a powerful message to the rest of the system. She noted the example that if board members ignore them when they are told that the poor enforcement of the state and local disciplinary policies negatively impacts academic achievement while the rest of the system continues to operate by the latest memorandum regardless of whether it complies with the laws of the state and policies of the parish, and when the board allows for the policies to

be enforced contrary to the board's intent, i.e. the email policy, then you are again sending a message that you did not think of allowing employee organizations to communicate with members or with other employees within the system was important, so why should anyone else in administration take it seriously. Mrs. Lansdale stated that when there is a bloated fund in reserve balance and the board sits on it while surrounding districts are paying their employees more, the board is again sending a message as to what it thinks is important. She also noted that when employees bring grievances before the board and it gives little thought to reading the materials and insure attendance at the hearing, the message is sent to employees as to their importance and it also tells administrators not to worry because the board will not hold them accountable. Mrs. Lansdale also noted the decision to notify employees that they must vacate their positions and reapply and the message it sends as being that accountability starts and ends with them only. She further stated that the record appears clear that there was no effort to insure that quality leadership at these school sites was a priority all the years before it became AU4. In closing, Mrs. Lansdale stated that when a team doesn't perform up to expectations you don't fire the players, you fire the coach, and in this case, the players are taking the brunt for the decision-making of management and the message that is sent to employees when you don't address the hiring and transfer policies by insuring that principals are available, but foreign teachers are brought in to fill vacancies when we don't know if we have local teachers would have chosen to fill those vacancies if given the opportunity, it doesn't inspire employees to believe the board really cares enough to make the appropriate changes to policies. Mrs. Lansdale noted the board's comments at the last meeting when addressing the need for alternative schools and certainly establishing quality alternative schools is something long overdue and an effort to address the chronic disruptions in the classroom, and to have facilities in place for over-age students to help facilities with highly qualified special education teachers and paraprofessionals on staff so teachers can teach and that students are in an atmosphere that is free of chronic disruptions so they can learn. She said for this to become a reality it will take action by the board to make it the budget priority that is needed. She also stated her appreciation to the superintendent for establishing a forum for employee organizations and administrators to sit together and address joint concerns and that it has the potential for being an important tool of communication between employees and management. She said they look forward to addressing issues such as this one, the manner in which teachers and employees in AU4 schools are placed, the new employee study inclusive of pay schedules, hiring practices, fair enforcement of incentives, and they look forward to meeting on employee management relations, i.e. representation rights, the manner in which employees are treated by management. She reminded the board of the importance of the board's role to set the example and send a signal to the Central Office and site based administrators that there is an expectation from the board that there will be a spirit of cooperation so we can move forward.

SPECIAL RECOGNITION

Legal Counsel Reginald Abrams administered the oath of office to Mrs. Eursla D. Hardy who was recently appointed to the Commission of Human Rights by Governor Bobby Jindal.

CONFIRM THE CONSENT AGENDA

Mr. Ramsey moved, seconded by Mrs. Armstrong, to confirm the consent agenda (7, 8, 9.01, 9.04, and 9.07). Vote on the motion carried unanimously. The following is a summary of the board's action on items categorized as the consent agenda.

Agenda Item No. 7

7.01 Personnel Recommendations. The following personnel recommendations were approved as recommended by the superintendent and included in the mailout: Emily Langley Stanford, Principal, Shreve Island Elementary; and Paula Maywether, Counselor at Turner Elementary/Middle School. Dr. Robinson also introduced Mr. Patrick Greer, acting principal at J S Clark Middle School, whose appointment to this position was approved by the board at its November 18th meeting. Dr. Robinson announced that Mr. Greer has been serving as the interim principal and that Mr. McCulloch is still recuperating at home. These appointments will receive the appropriate salary as reflected by the CPSB Salary Schedule applicable to the position to which they are appointed.

7.02 Leave Requests. The board approved the requests for leaves as recommended by the superintendent and submitted in the mailout.

Certified

Rescind Sabbatical Leave for Study, Spring Semester 2009

Amy Deschler, Teacher, Mooringsport Elementary, 7years

Sabbatical Leave (Medical), January 1, 2009 – January 1, 2010

Melanie Rambo, Reading Interventionist, Central Elementary, 9 years

Sabbatical Leave (Medical), January 12, 2009-June 1, 2009

Tina K. Gilbert, Teacher, C E Byrd High School, 11 years

Sabbatical Leave (Medical), Spring Semester 2009

Nora C. Harrison, Instructional Specialist, Alexander Learning Center, 29 years*

Nellie Davis, Teacher, Fair Park High School, 14 years

Geraldine B. Brumfield, Teacher, Judson Fundamental, 20 years

Edith Stevens McQuaig, Teacher, 29 years, C E Byrd High School

Leave without Pay, January 5, 2009 – June 5, 2009

Pamela Jackson, Teacher, Huntington High School, 6 years

Ms. Harrison's original request for catastrophic leave was approved at the October 21, 2008 meeting for October 12, 2008 – November 13, 2008. The dates requested were incorrect. The correct dates should have been for November 14, 2008 – December 3, 2008.

Classified

Leave Without Pay, December 2, 2008 – January 5, 2009

Cherlita Brossie, Teacher's Aide, Newton Smith, 9 years

Leave Without Pay, January 5, 2009-April 20, 2009

Tonya Bradley, Teacher's Aide, Eighty-First Street ECE, 7 years

7.03. Personnel Transactions Report. – The board moved to approve the other personnel transaction reports for the period of October 26, 2008 – December 5, 2008 as submitted in the mailout.

Agenda Item No. 8

8.01 Bids (Purchasing). – The board approved the following bids as recommended by the superintendent and as submitted in the mailout on the bid tabulation sheets: (1) Twin State Trucks, Inc. totaling \$779,725.18 for the purchase of school buses; (2) Brodart Co. totaling \$8,203.68 and GN Associates, Inc. totaling \$15,741.44 for the purchase of library furniture and equipment; (3) CDW Government, Inc. for printers and scanners for all schools; (4) Southern Tire Mart for the purchase of truck tires, tubes and wheels; and Monroe Spring and Brake totaling \$209.30 for the purchase of vehicle brake linings. A copy of the bid tabulation sheets are a part of the permanent file of the December 16, 2008 meeting.

Agricultural Lease – Herndon School. – The board approved awarding the lease of Herndon Property to DeWayne B. Melder totaling \$960.00 per year for an agricultural lease.

Request to Advertise for Lease. – The board approved the request for permission to advertise the Cellular Tower Lease on the Werner Park Elementary School site.

8.02 Bids (Construction). – The board approved the following bids as recommended by the superintendent and submitted in the mailout on the bid tabulation sheets: (1) The Payne Company, with a Base Bid, for the sum total of \$1,080,000 for Project 2010-507, HVAC upgrade at Oil City; (2) The Payne Company, with a Base Bid and Alternate 1, for the sum total of \$568,000 for Project 2010-510 HVAC upgrade at Timmons; (3) The Payne Company, with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$676,600 for Project 2010-505, HVAC at Hillsdale; (4) Bernhard Mechanical Contractors, with a Base Bid and Alternate 1, for the sum total of \$633,485 for Project 2010-509, HVAC upgrade at Summer Grove; (5) Johnson Controls, Inc., with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$2,190,000 for Project 2009-505, HVAC upgrade at Caddo Middle Magnet; (6) RRAC Contractors, Inc., with a Base Bid and Alternate 1, for the sum total of \$588,000 for Project 2010-503; (7) RRAC Contractors, Inc. with a Base Bid, for the sum total of \$1,509,000 for Project 2010-511; (8) Johnson Controls, Inc., with a Base Bid and Alternate 1, for sum total of \$1,654,000 for Project

2010-504, HVAC upgrade at Herndon; and (9) Bernhard Mechanical Contractors, with a Base Bid and Alternate 1 and Alternate 2, for the sum total of \$1,454,850, for Project 2010-508, HVAC upgrade at Ridgewood. A copy of the bid tabulation sheets are a part of the permanent file of the December 16, 2008 meeting.

9. Other Action Items

9.01 General Fund Budget Revision. – The board moved to approve the purchase of three cargo vans to support fieldwork performed by computer technicians at a cost of \$47,946.

9.04 2008-2009 Medicaid Budget. The board approved the revised copy of the 2008-2009 Medicaid budget as submitted in the mailout.

9.07 2008-09 Goals and Objectives. The board approved the Superintendent's Goals for 2008-2009 as presented. Ms. Phelps asked the superintendent to add addressing alternative schools along with the AU schools to his goals and objectives.

GASB 45 REPORTING REQUIREMENTS – OTHER POST EMPLOYMENT BENEFITS

Mr. Ramsey moved, seconded by Mrs. Armstrong, to approve creating a legal trust to start partially funding these other post employment benefits, that the existing \$5 million previously set aside by the CPSB be moved into the trust and automatically transfer all future Retiree Drug Subsidy payments into the trust, which has historically been approximately \$1 million each year. Mr. Ramsey stated that he brought the original motion to set aside the \$5 million in reserve and he also supports this motion. He expressed his appreciation to the staff for their efforts to inform and educate the board members on this matter. Mr. Ramsey stated he believes this issue has been in front of the board for some time and one that will become more real each year as we approach the mandate placed on districts by the Federal government; and if we put money in the trust and begin funding this now, it will save taxpayer dollars. He recalled a table that was supplied to board members breaking it down yearly over time and the savings it will bring to the taxpayers. Mr. Ramsey urged the board to support this motion and keep our health benefits intact for the retirees.

Mrs. Crawley asked Mr. Lee if we do not pass the motion on the floor, will it preclude us from continuing to set aside money as we have been doing? Mr. Lee stated it will not preclude us from setting it aside as we have done, however, we will not get credit against the liability that will appear on the financial statement. Mrs. Crawley asked Mr. Lee if he had an idea as to how much credit we will get with our total expected contribution of \$1,638,613,705 if we put \$5-\$10 million in a trust fund? Mr. Lee responded that each year it will be approximately \$100 million that will be added to the liability, so we will not have to record that billion dollars in a lump sum, but the \$100 million each year; and the \$5 million, or however much the district is able to place in it each year, will give us that much credit against it. He also stated that by doing this it will help any future bond issues as the rating agencies look at the financial statements to see how strong they are and when we start showing no assets or negative assets and they see we are not doing anything at all to address the issue, it will have a negative affect on any future bond ratings. Mrs. Crawley asked for clarification and that the money we have set aside now does not give us any credit since we have it labeled in a fund for that purpose? Mr. Lee said we do, but it doesn't matter because you can take it out of that fund at anytime and spend it on anything else, but when it is placed in a trust, it can only be used for retiree benefits. Mrs. Crawley asked if we have it labeled for that and don't take any out, she said she believes it would only negatively impact us if we spent it. Mr. Lee said we will still not get credit for it unless it is placed in an irrevocable trust. Mrs. Crawley asked Mr. Lee how much credit will the district receive for the \$100 million a year and is it cumulative? Mr. Lee responded that is correct minus what is put aside. Mrs. Crawley asked how much credit will we receive in the bond rating with a \$10 million versus a \$200 million? Mr. Lee said it will be because the district is doing something to address it and this is what they will be looking for. He added it's not just school districts, but all government agencies are facing this issue and if they do nothing at all to address it, it will affect their bond rating negatively. Mrs. Crawley asked Mr. Lee who will run the trust? Mr. Lee responded that the board could decide to use the bank we currently use for our fiscal matters, which currently is J P Morgan Chase, or an investment company, for examples; but the biggest thing about the trust is it protects the money from any creditors should the district ever have any

problems in the future, and it cannot be used toward liquidating any debt the district might have. Mrs. Crawley asked if she is correct that this money would not be insured because it is so much? Mr. Lee responded that is correct, but we are talking about investing it in a CD and it would need FDIC insurance, and board policy allows for the ability to invest in U. S. Government Securities. Mrs. Crawley stated that she too is a retiree and does not like voting against something that is also in her best interest as well as the other thousands of employees, but she wants them to know that we are not negatively impacting their insurance by voting no, but we will just not negatively impact the possibility if we had an emergency, we could not spend it. However if we have an emergency and couldn't teach the students in Caddo Parish, then we couldn't pay the retirees insurance either. Mrs. Crawley stated she doesn't believe it is significant or will positively impact our bottom line if we put \$5 million in when it's accumulating \$100 million each year. Mr. Lee stated it will positively impact our bond rating. Mrs. Crawley asked who will choose where the funds are placed? Mr. Lee responded that staff will bring back recommendations for the board's consideration.

Ms. Phelps stated that she understood something differently through LSBA and asked Mr. Lee if we have identified our liability cost? Mr. Lee said we have. Ms. Phelps asked him to clarify if we have to have a set aside fund in order to have the bond rating approval? Mr. Lee stated we do not have it for a bond rating approval, but we could possibly have a lower rating than what we currently have. Ms. Phelps thought that just because we were identifying it in the financial statement that would take care of what they want to see. Mr. Lee said it will be recorded in the financial statement, but just recording it doesn't have any impact on what the bond rating is other than when the rating agencies look at it they will how that large number affects our net assets. He added eventually it will show up as a negative number, not just for us but for every Government agency, and they can't just say because we have a negative liability they are going to look at it, but they will look to see if we are doing something about it; and if we are, that is where they will favor us over other agencies. Ms. Phelps asked if there is a timeframe for doing something about it? Mr. Lee stated they stated the liabilities must be identified. Ms. Phelps asked about the funding process and if we will just be moving the \$5 million over to the designated fund and the additional \$1 million each year, as well as if there is a need, will the board be asked for additional funds in the future? Mr. Lee stated that he cannot say staff won't bring it to the board if needed, but at this time, the only thing being asked for is the \$5 million and the \$1 million each year. Ms. Phelps asked how long will it take us to accomplish this with the funds we have? Mr. Lee responded that he was not sure he could answer that.

Mrs. Hardy stated, as a retiree, she wants to make sure our funds are protected and secure.

Mr. Rachal asked Mr. Lee if they will only view where the money is set aside as being labeled, but not definitively designated? Mr. Lee responded that is correct. Mr. Rachal asked if we will get a higher return for our money if it is in a trust as opposed to a regular bank account? Mr. Lee said most likely. Mr. Rachal asked if by addressing this will we keep our bond ratings which provides for lower interest rates for future bonds and save us money? Mr. Lee stated that is correct as well as for the taxpayers. Mr. Rachal shared a lesson he learned in high school relative to saving money and he believes failing to plan is the same as planning to fail and he believes we need to address this now and minimize the impact.

Mr. Ramsey moved, seconded by Mr. Rachal, to call for the question to end debate. Vote on the motion to end debate carried with board members Crawley, May and Phelps opposed and Board members Riall, Hardy, Burton, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.

Vote on the main motion carried unanimously.

Mrs. Armstrong left the meeting at approximately 6:12 p.m.

ELECTRONIC BIDDING SYSTEM

Mrs. Crawford moved, seconded by Mr. Ramsey, to approve the electronic bidding system contract to comply with the new Louisiana Public Bid Law that goes into effect January 1, 2009. Vote on the motion carried unanimously. A copy of the contract is a part of the permanent file record of the December 16, 2008 CPSB meeting.

SELECTION OF BOARD MEMBER TO DISCIPLINE REVIEW COMMITTEE

Mrs. Crawford moved, seconded by Ms. Priest, to appoint Charlotte Crawley to the Discipline Review Committee. Vote on the motion carried unanimously.

CECIL J PICARD (CJP) LA4 EARLY CHILDHOOD PROGRAM GRANT

Mr. Rachal moved, seconded by Mrs. Crawley, that we do not support doing this until next year. Mrs. Bell asked if we postpone this will it stop staff from writing the grant? Superintendent Dawkins said it will not, but action is needed so we can move forward. Mr. Rachal clarified that this motion does not mean we are canceling it, but we are choosing not to expand it at this point. Vote on the motion carried unanimously.

CPSB RESOLUTION RECOGNIZING PHILLIP GUIN’S YEARS OF SERVICE

Mr. Riall moved, seconded by Mrs. Hardy, to approve the following resolution recognizing Phillip Guin’s years of service on the CPSB. Mr. Riall stated that he has been a resident of District 1 his whole life and Phillip Guin has been that district’s representative for 10 years. He stated Mr. Guin was dedicated to the position and he did a lot while serving in the position. Mr. Riall said he feels honored to be sitting in this seat now. Vote on the motion carried unanimously and the following resolution was approved:

Resolution of Caddo Parish School Board Recognizing Service of School Board Member District 1, Phillip Guin

Whereas the Caddo Parish School Board, received notification of the resignation of Phillip Guin as Board Member of District 1 effective November 30, 2008;

Whereas the Caddo Parish School Board recognizes with deep regret that Board Member Guin had to relocate from his district due to employment requirements;

Whereas the Caddo Parish School Board recognizes the unselfish service of Board Member Guin, having represented the best interests of the children in Caddo Parish during his tenure on the Caddo Parish School Board from January 1, 1999 through November 30, 2008;

Whereas the Caddo Parish School Board recognizes that Board Member Guin served as an officer of the Caddo Parish School Board in the following capacities:

- President for the years of 2002 and 2007;
- 1st Vice President from August 7 through December 31, 2001;
- 2nd Vice President from January 1 through August 6, 2001 and for the year 2003;

Whereas the Caddo Parish School Board further acknowledges that Board Member Guin served as liaison to the Shreveport City Council in 2004 and to the Caddo Parish Commission in 2006; Board Member Guin also served as one of the legislative liaisons for the Caddo Parish School Board in 2006 and 2008;

BE IT RESOLVED THAT the Caddo Parish School Board hereby recognizes the outstanding services of Board Member Guin and directs that a certified true copy of this Resolution be presented to Phillip Guin and that this Resolution be made a part of the permanent official records of the Caddo Parish School Board.

This resolution was passed by the members of the Caddo Parish School Board during its regular scheduled meeting on the 16th day of December, 2008 as follows:

	Yea	Nay	Absent	Abstaining
Willie D. Burton	_____	_____	_____	_____
Stephen Riall	_____	_____	_____	_____
Eursla D. Hardy	_____	_____	_____	_____
Charlotte Crawley	_____	_____	_____	_____
Lola B. May	_____	_____	_____	_____
Tammy T. Phelps	_____	_____	_____	_____

Lillian Priest	_____	_____	_____	_____
Bonita Crawford	_____	_____	_____	_____
Barry F. Rachal	_____	_____	_____	_____
Larry Ramsey	_____	_____	_____	_____
Ginger Armstrong	_____	_____	_____	_____
Dottie Bell	_____	_____	_____	_____

Willie D. Burton
President

ELECTION OF 2009 OFFICERS

Mr. Burton declared the floor open for nominations for President for 2009. Ms. Priest nominated Bonita Crawford for President for 2009. There being no additional nominations, President Burton declared that the nominations cease and that Mrs. Crawford be accepted by acclamation. The board voted unanimously for Bonita Crawford to serve as the 2009 President of the Caddo Parish School Board.

Mr. Burton declared the floor open for nominations for the 2009 First Vice President. Mrs. Crawford nominated Lillian Priest. There being no additional nominations, President Burton declared that the nominations cease and that Ms. Priest be accepted by acclamation. The board voted unanimously for Lillian Priest to serve as the 2009 First Vice President. Mr. Burton announced that Ms. Priest will serve as the 2009 First Vice President.

Mr. Burton declared the floor open for nominations for the 2009 Second Vice President. Mrs. Bell nominated Charlotte Crawley. There being no additional nominations, President Burton declared that the nominations cease and that Mrs. Crawley be accepted by acclamation. The board voted unanimously for Charlotte Crawley to serve as the 2009 Second Vice President. Mr. Burton announced that Charlotte Crawley will serve as the 2009 Second Vice President.

AUTHORIZATION FOR PRESIDENT TO USE FACSIMILE SIGNATURE

Mr. Ramsey moved, seconded by Mrs. Bell, to authorize the President to use a facsimile signature. Vote on the motion carried unanimously.

SUPERINTENDENT’S REPORT

2009-2010 Capital Projects. *Mrs. Crawford moved, seconded by Mrs. Crawley, to approve the proposed 2009-2010 critical capital projects as recommended by the superintendent. Vote on the motion carried unanimously.*

Superintendent Dawkins expressed congratulations to the newly elected 2009 officers.

The Caddo Plan. Dr. Dawkins announced that the new date for consideration of The Caddo Plan by BESE is January 15th. He also reported that on January 5th, the Caddo team will meet again with the State Superintendent’s team to discuss the plan in detail prior to the 15th meeting. He announced he will keep the board up to date on this matter.

District Strategic Planning and Districtwide Audit. Dr. Dawkins reported that these two items will be launched in February 2009 to involve a wider array of members from the community.

Update on BoardDocs. The superintendent stated that staff has followed up on the request to look at the BoardDocs process and we are now on a month-to-month contract basis pending feedback we receive. He reported that an overwhelming majority of the board members are requesting a review of the features of the current program in addition to training and will provide a schedule as soon as the details are worked out for someone to come here. He also added if there are other systems we need to consider, that will be done during this timeframe also. Ms. Phelps clarified that her request relative to this item was that she wasn’t necessarily asking for a revisit by BoardDocs personnel but she was asking that we utilize some of the features during board meetings.

Obama Transition Education Policy Team Infrastructure Request. Dr. Dawkins reported that President-elect Obama has contacted the State of Louisiana who has in turn contacted each district, asking for our infrastructure needs. He reported Caddo submitted a list of infrastructure needs totaling approximately \$206 million.

The superintendent also reminded the board of the Truancy and Dropout Meeting on January 9th in this region.

ANNOUNCEMENTS AND REQUESTS

Ms. Priest asked for a status report to be brought in January on the first year of the additional social workers and how effective they have been in the AU schools.

Ms. Priest asked staff to begin looking at how we can update our facilities so as to begin meeting the criteria as it relates to capacity so that the Caddo School System can have and accommodate the children that would need the early childhood program.

Mr. Ramsey asked for a point of personal privilege to thank the board, the superintendent and staff for the plant, cards, letters, calls, visits and prayers during his recent illness.

Mrs. Crawley asked that the lights being used for recording the board meeting be removed or changed so that they are not shining directly into the board's eyes.

Mrs. Crawley asked that an item be added to the agenda to allow for professional organizations to send emails to board members and employee members through the Caddo Parish email system.

Mrs. Crawley also congratulated Mrs. Hardy on her recent appointment by Governor Jindal and also recognized Mrs. Lola B. May for recently winning through the Queensborough Neighborhood Association a \$50,000 grant to educate future first-time home buyers.

Mr. Rachal asked about the new policy for emails to contact board members limiting certain servers to be received and he doesn't believe that was the board's intent. He stated he understands we are blocking emails that end a certain way.

Mrs. Hardy asked for an explanation on the Caddo Parish School Board travel policy for tips for meals, tips for baggage, and meals and asked that a proposed revision be brought to the board in January 2009.

Ms. Phelps stated that for the board's information and that everyone is aware of the position of Louisiana's Governor and State Superintendent, LSBA in its last meeting is attempting to put together a public relations committee effort fund for making the residents of Louisiana more aware of the obstacles in laymen's terms so everyone understands it. She said she believes it is incumbent upon the board to rely on the Legislature more than ever before to make them aware of our position on these items. Ms. Phelps also reminded board members about their training hours and announced that school boards have been singled out as the only governmental body mandated to earn training hours. Ms. Phelps said there has been some opposition to this and it has been shared with them the many hours we can use when attending the different conferences across the country. She also announced that the LSBA will be the tracking body for board members' hours. Mrs. Bell asked Ms. Phelps about the notification for a training opportunity in Bienville Parish. Ms. Phelps said she did not realize Dr. Knotts was doing this until she received the correspondence to that effect. Mr. Burton interjected that when board members attend the LSBA, et.al., these are opportunities to receive the required training.

Mrs. Bell announced that her email was recently hacked and encouraged board members to be cautious.

Mr. Riall thanked everyone for welcoming him and assisting him in getting acclimated to his new position.

Mrs. Crawford expressed appreciation on behalf of the board for a productive year with Willie Burton serving as the Board's President during 2008. Mr. Burton expressed his appreciation to the board for working together during the past year on many issues.

Mrs. Hardy thanked the staff for all their hard work during 2008.

Lola May thanked the Board, Superintendent and staff for a successful 2008 and encouraged them to continue to work hard to save the 11 AU schools. She also thanked the superintendent for the charisma he has brought to the board.

EXECUTIVE SESSION

Student Readmission Appeal. *Mrs. Crawford moved, seconded by Mrs. Hardy, to uphold staff's recommendation for student J.C. as recommended by the superintendent and agreed upon by the parents. Vote on the motion carried unanimously.*

Level IV Grievance. *Mrs. May moved, seconded by Mrs. Hardy, to go into executive session for 20 minutes for the purpose of hearing a Level IV employee grievance. Vote on the motion carried and the board went into executive session at approximately 6:45 p.m. Mr. Burton left the meeting at approximately 6:50 p.m.*

The board reconvened in open session at approximately 7:40 p.m.

Mr. Rachal moved, seconded by Mr. Ramsey, that Level III be upheld and that the principal and assistant principal be reminded and advised of the non-retaliatory policy.

Ms. Phelps moved for an amendment reflecting that there be an apology for the comments. Mr. Abrams explained that this cannot be done unless the apology comes from the board.

Vote on the motion failed with Board members Hardy, Crawley, May, Phelps and Bell opposed and Board members Riall, Priest, Crawford, Rachal and Ramsey supporting the motion.

Mr. Ramsey moved, seconded by Mr. Rachal, that we uphold the staff's recommendation at Grievance Level III. Mrs. Crawley asked for an explanation as to how this motion differs from the previous motion? Mrs. Crawford explained that the previous motion included a part that the principal and assistant principal would be instructed regarding the policy. Vote on the motion carried with Board members Crawley, May, Phelps and Bell opposed and Board members Riall, Hardy, Priest, Crawford, Rachal and Ramsey supporting the motion.

Adjournment. *Mr. Rachal moved, seconded by Mrs. Hardy, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:45 p.m.*

Dr. Gerald D. Dawkins, Secretary

Willie D. Burton, President