

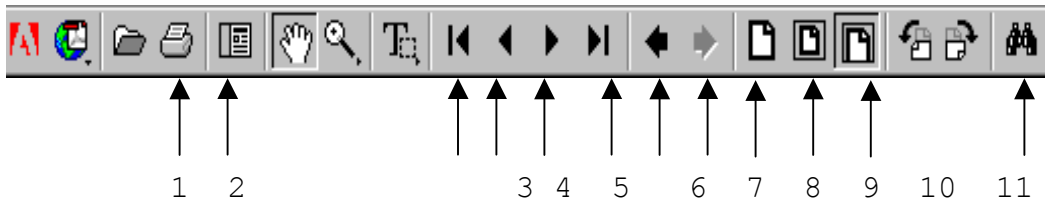


**CADDO PARISH SCHOOL BOARD**  
**Meeting Minutes**  
**VOLUME XXXX**

January 6, 2009 to February 27, 2009


## How To View This Manual


These are your main toolbar features.  
They will assist you in viewing this document.



1. Activate the Printer. Specify the pages you want to print.
2. Display the sectional index. Click on an item to view the policy.
3. Advance to the first page of the document.
4. Back up one page.
5. Advance one page.
6. Advance to the last page of the document.
7. Moves backward through your research path.
8. Moves forward through your research path.
9. Full screen view.
10. Full page view.
11. Magnified screen view.
12. Text Search. Type the desired search criteria and click "Find".

The "Page Up" and "Page Down" keys on your keyboard will advance you page by page through the document. You may also use the mouse and scroll bar to advance through the document.

The "Up" arrow  key on your keyboard will advance up the page one line at a time.

The "Down" arrow  key on your keyboard will advance down the page one line at a time.

**January 6, 2009**

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, January 6, 2009 with President Bonita Crawford presiding and Charlotte Crawley present being a quorum. Mrs. Crawford announced that Ms. Priest is out of town. Other school board members present were Steve Riall, Eursla Hardy, Willie Burton, Lola B. May, Tammy Phelps, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Dr. Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mrs. Crawley led the invocation and Pledge of Allegiance.

#### **ESTABLISH AGENDA FOR JANUARY 20, 2009 CPSB MEETING**

Superintendent Dawkins highlighted items being brought for the board's consideration on January 20<sup>th</sup> and the following discussion ensued.

**4.01 Bethune and Other AU Schools Report.** Dr. Dawkins recognized Distinguished Educators Mrs. Smith (Booker T. Washington) and Mrs. Talley (Bethune) who are assigned by the state to work with Caddo and announced their reports are provided this month.

**9.01 Approval of Comprehensive Personnel and Salary Study Contract.** Dr. Dawkins explained this is the result of work over the past 6 months to a year to look at all positions in the district, salary ranges, and responsibilities.

**9.03 Authority for Superintendent to Sign Teacher Contracts 08-09SY.** Mrs. Bell asked for an explanation as to why the board must approve authorizing the superintendent to sign these contracts? Mr. Abrams explained the state statute requires the board to annually authorize the superintendent to sign these contracts.

**9.04 Signature on File Agreement for Pepsi Americas Vending Machines.** Mrs. Armstrong asked for an explanation as to whose signature is on file for the agreement with Pepsi Americas vending machines? Attorney Abrams explained we already have an agreement with Pepsi and Coca-Cola, that states they own the machines, they are responsible for the machines, and we cannot take them and use them elsewhere. It also stated if we destroy or damage a machine, we are responsible for repairing it. He added it's a standard agreement and there are not any dollars associated with it.

**9.05 Revision to CPSB Policy GCO – Professional Staff Promotions.** Superintendent Dawkins announced that proposed revisions for Policy GCO are being copied and will be provided for the board's consideration.

**9.06 Revisions to CPSB Policy BDD – Board Meeting Procedures.** President Crawford announced that a copy of this policy is at board members' stations so board members are familiar with the policy when Ms. Phelps brings recommended revisions.

#### **SUPERINTENDENT'S REPORT**

**Update on Additional Social Workers in AU Schools.** Dr. Dawkins announced that Board Member Priest requested information on the additional social workers in the AU schools and staff is copying that information for the board members.

**Update on Allowing Professional Organizations to Email Board Members and Employee Members through Caddo Email System.** Dr. Dawkins stated that Board Member Crawley has been working with Attorney Abrams in an effort to come up with a solution for working through this issue, since the policy passed by the board did not address those who are not employees of the district. He said he believes the language being presented may allow us to move forward.

Mrs. Crawley provided a copy of proposed revisions to Policy EGAB which covers school mail boxes, and she highlighted those revisions to allow professional organizations to email board members and employee members through the Caddo email system.

Mr. Rachal stated he had an opportunity to visit with legal counsel on this matter and that Policy GBN/JP states nothing unacceptable, i.e. language, pictures, etc. will be emailed.

### **ADDITIONS**

Mrs. Crawley asked that the Revisions to CPSB Policy EGAB be added as an agenda item.

Mrs. May asked for an agenda item to adopt a resolution to be presented to the families of retired CPSB employees of 25 plus years service at the time of their death. Mrs. May said she believes we should recognize the great job our educators did for the children in Caddo Parish when they pass away by submitting a resolution of appreciation to their families. She said she believed if the board approved a resolution then it would be available at any such time that someone passes away for presentation to the family. Mr. Rachal stated he believes this is a good idea, but asked how a policy will be implemented? Mrs. May further explained she is asking the board to approve a general resolution that could be presented to the family of those CPSB employees that pass away and have at least 25 or more years of service in Caddo. Mr. Rachal asked how will it be distributed? Mrs. May shared with the board that a long-time educator in Caddo Parish just passed away and she would like to send a resolution to the family; and, if a board-approved general resolution is available, then a call could be made to the appropriate office asking for a resolution to be sent to the family. Dr. Dawkins also announced the District sends a condolence letter to the family of deceased CPSB employees and asked for clarification of anything additional. Mrs. May said she would like a framed resolution sent to the family.

Mrs. Bell asked that a similar item be added approving a resolution that would be presented to the families of Caddo students at the time of their death.

Mr. Burton asked the superintendent about plans in the schools for the January 20<sup>th</sup> Presidential Inauguration so students can observe this historical event? Superintendent Dawkins stated that with an inauguration happening every four years, he believes teachers have used this as an opportunity for teaching students about its impact on the political landscape and he assumes it will also happen this year. He said schools will be encouraged to make this happen this year.

### **CONFIRM THE AGENDA AND CONSENT AGENDA**

Mrs. Crawford recommended Items 9.01-9.04 and 9.08-9.10 as the consent agenda. *Mrs. Crawley moved, seconded by Mrs. Crawford, to approve the proposed agenda and consent agenda for the January 20, 2009 CPSB meeting as presented. Vote on the motion carried unanimously.*

### **POLL AUDIENCE**

There were no speakers.

### **ANNOUNCEMENTS AND REQUESTS**

Mrs. Crawley asked staff to look into the food service truck catching on fire; and since we are preparing to discuss the budget, if it is necessary that provisions be made in the upcoming budget to make sure we have a dependable truck in this area.

When looking at the school calendar for next school year, Mrs. Crawley asked that the committee look at the possibility of high schools starting earlier than the elementary schools in order to take mid terms prior to the Christmas break.

Ms. Phelps stated that she received at her station the information on SES she requested. She stated that she doesn't remember exactly what her request was, but her concern is the number of agencies we have and the number of students being served. She said she asked for a report at the end of the tutoring process for the state testing of the students who received these services and the pass and fail rates and how beneficial the services were. She said at that time there was still a concern regarding the number of students who were enrolling in these services and it looks like for the 08-09 school year we only have 900 students enrolled? Dr. Dawkins stated that is correct. Ms. Phelps said that is what she wanted to hear and the concern has been the deadlines have not been reached by the agencies, and she doesn't understand why there is not more of an

effort to get the information out to the students before the deadline. She said she doesn't understand why the number would be so low if we have 4,000 eligible students. Dr. Dawkins said we do have staff working with schools to get the information out and he will need to get additional information relative to why only about 1/5 of the students participated as he has not received any reports. Ms. Phelps said that is the concern and how effectively we are getting the timeframe out as she knows we did not get the information out for summer school in time for students who were eligible for just our paid summer school to take advantage of the opportunity. She further added she is hearing the same concerns from the agencies – that they are given the information close to the deadline and do not understand why this is so in Caddo with the numbers being so low. Dr. Dawkins responded he was not aware of the concerns, but will follow up on them.

**Adjournment.** *Ms. Crawley moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:10 p.m.*

**January 6, 2009**

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 5:10 p.m. (immediately following the executive committee meeting) on Tuesday, January 6, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Eursla Hardy, Willie Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present was Dr. Gerald Dawkins, secretary, and Reginald Abrams, legal counsel. Mrs. Crawford announced that Ms. Priest is out of town. The prayer and Pledge of Allegiance were omitted.

**EXECUTIVE SESSION**

**Student Readmission Appeal.** *Mr. Rachal moved, seconded by Mr. Burton, to go into executive session for no more than 20 minutes for a student appeal hearing for J.C. Vote on the motion carried with Mrs. May absent for the vote and the board went into executive session at approximately 5:12 p.m.*

The board reconvened in open session at approximately 5:43 p.m.

*Mrs. Crawley moved, seconded by Mrs. Hardy, that J.C. continue his enrollment at Hosston through May of 2009 and continue counseling and testing for negative drug tests. Vote on the motion carried unanimously.*

**Adjournment.** *Mrs. Crawley moved, seconded by Mrs. Hardy, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:45 p.m.*

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita Crawford, President

**January 12, 2009**

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at 7:00 p.m. on Monday, January 12, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Willie Burton, Charlotte Crawley, Lola B. May, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present was Dr. Gerald Dawkins, secretary, and Reginald Abrams, legal counsel. Mrs. Crawford announced that Ms. Phelps is out of town. Mrs. Bell led the prayer and Pledge of Allegiance.

## **VISITORS**

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, shared with the board information relative to the Recovery School District in New Orleans and that in looking at the information she saw that after five years, an SPS of 80 is required. She noted comments made by the State Superintendent about hiring practices relative to there being a lot of openings in the New Orleans RSD and they were having to turn away applicants because of the great number of people wanting to work in the RSD. She reported that she researched this and learned that the current number of applicants are in high schools and elementary/preK in all subjects, so cautioned the board that they may want to be concerned about the devil being in the details. Mrs. Lansdale also noted that the things wanted in New Orleans for the children are the same things we know that everyone wants, i.e. safety for their children, disciplinary codes of conduct, academic standards in place, etc. She stated that included in what hurts children is not putting administrators in place that we should, the high number of subs in classrooms, disciplinary policies that allow incidents to happen in the classroom a number of times before a child is removed from the classroom. She said it is important that children know how they are supposed to behave and that you cannot have academic standards if there are not disciplinary codes of conduct. She added that if we care enough about the children, those issues could have already been addressed. Mrs. Lansdale said as a union, they intend to make certain all the laws for the RSD, for charters, etc. are adhered to, as well as make sure teachers recognize what their rights are and what their exposures are. She noted female humanitarians who cared about the downtrodden and are still talked about today and asked the board not to talk about the teachers at the low-performing schools as if they are less than, but the same as these famous humanitarians.

## **BESE MEETING ON ACADEMICALLY UNACCEPTABLE SCHOOLS**

Superintendent Dawkins shared with the board an update on where we are as we move toward a decision on our 10 academically unacceptable schools. In terms of the timeline, he said there will be a meeting Wednesday, at 1:00 in Baton Rouge, when BESE will meet in committee to consider the schools, and he believes there are 32 total. He said he plans to be there along with members of the staff and board members. On Thursday, he announced the entire BESE board will meet at 9:00 a.m. to consider the final decision. He reminded everyone that the original timeline was November, then December, and now January and we certainly have some concerns about that, but we are where we are and for him, he only wants to get to a place where we have a decision. Dr. Dawkins said at this point he has heard different rumors about different things, but he has had no official contact from the State Department and he assumes we will be getting something. He added he heard there is a possible announcement on Wednesday on what the plan will be in terms of our schools and our staff and community are certainly interested in that. He said as soon as he receives official notice, he will be sharing that via our communication mechanism in the school district; however, at this point, he does not have official word, but only rumors and scenarios, thus he really doesn't have anything to report to the board in terms of an official notification. Again, Dr. Dawkins announced he will be traveling to Baton Rouge on Tuesday evening so he can be there Wednesday for his first BESE meeting and he is interested and intrigued about how the process operates as we continue to move forward.

President Crawford announced that a number of board members will also be in attendance at the BESE meeting to show support for Caddo's teachers and students in these 10 schools, asking that they remain in our control, because the board was elected by the people and best know what they need, and what is in the best interest of the students and staffs in these schools.

Mrs. Bell asked the superintendent if the State Superintendent has notified him regarding any MOUs, these schools being taken over and what will we be able to say to the teachers in these

schools if these schools are taken over, etc.? Dr. Dawkins responded that in his last meeting with the State Superintendent the possibility of MOUs was discussed as a part of the equation, but no additional discussions have taken place on any details. Mrs. Bell stated she wants to make sure the public knows the board and the superintendent understand what is going on, but we do not understand what will take place in the take over. She said she believes this is very unfair that we do not know the details.

Mr. Rachal stated his disappointment in our State Superintendent because we have waited for months, he has promised to give us a decision, and he has not contacted us at all. He added this board meeting was scheduled based on his word that he would let us know something and we still have heard nothing from him. Mr. Rachal also stated the board, the superintendent, and administrative staff have worked over the holidays, on weekends, and at night to comply with the State Superintendent's requests, and he believes it is disrespectful on his part to say he will announce something and not even contact the superintendent. Mr. Rachal also reported he visited with Walter Lee, our area's BESE representative, and he hopes he will honor what he said in that he will keep our children in mind when making a decision and that keeping our children under local control is what is in their best interest.

*Mr. Rachal moved, seconded by Mrs. Bell, that we draft a resolution to send to the BESE Board to let them know what our thoughts and concerns are over our plan that was presented by Superintendent Dawkins.*

President Crawford called for a five minute recess to allow Attorney Abrams to complete drafting the resolution. *Mr. Rachal withdrew the motion, and Mrs. Bell the second, to recess and allow time to complete the resolution.* The board recessed at approximately 7:20 p.m. and reconvened in open session at approximately 7:28 p.m.

*Mr. Rachal moved, seconded by Mrs. Bell that the school board approve the following resolution to present to the BESE Board in the best interest of the children of Caddo Parish.*

**WHEREAS** *ten schools have been declared academically unacceptable in accordance with state law; and*

**WHEREAS** *the State Department of Education hired the Caddo Parish School Board's previous superintendent which caused the Caddo Parish School Board to be operated for a year without a permanent superintendent; and*

**WHEREAS** *in June of 2008, the Caddo Parish School Board hired its new superintendent, Dr. Gerald Dawkins; and*

**WHEREAS** *Dr. Dawkins has submitted a comprehensive plan for increasing academic achievement, the Caddo Plan; and*

**WHEREAS** *the Caddo Parish School Board believes the Caddo Plan will be effective and in the best interest of the students and citizens of Caddo Parish; and*

**WHEREAS** *the Caddo Plan was submitted to the State Superintendent of Schools in October of 2008; and*

**WHEREAS** *the Board of Elementary and Secondary Education has not provided the Caddo Parish School Board with any alternative plans; and*

**WHEREAS** *the Caddo Plan has been reviewed and well received by the citizens of Caddo Parish; and*

**WHEREAS** *the Caddo Plan is research based and academically sound as shown by its success in districts throughout the country; and*

**WHEREAS** *the Caddo Parish School Board believes that it is in the best interest of students of Caddo Parish that the schools be operated by the local school board in accordance with the state constitution.*

**NOW THEREFORE BE IT RESOLVED** *that the Caddo Parish School Board hereby fully supports the Caddo Plan and its implementation as submitted; and*

**BE IT FURTHER RESOLVED** *that the Caddo Parish School Board opposes the State Department's takeover of any of the schools in Caddo Parish.*



*Vote on the motion carried unanimously.*

Ms. Priest stated for the record that she wished everyone to know that throughout this community, as well as the State of Louisiana, we constantly hear statements that it's all about the children and the state and local governments should work together for the best interest of the children. She said the citizens of Caddo Parish have elected each and every board member from the 12 individual districts to be their voice in the community and collectively the board works together to be the voice for the citizens of Caddo Parish and the boys and girls of Caddo Parish. Ms. Priest stated her belief in the chain of command and professional courtesy between governmental entities, but in this instance, this courtesy and this professional chain of command has been totally disregarded. Ms. Priest added that as members of the Caddo Parish School Board, your school board, and the citizens of this great community that entrusted the Caddo Parish School Board, the policy-making body, to make decisions in the best interest of their most precious resource, has been disregarded by the State Department. She said the members of the board hired a professional, a superintendent that has a track record in public education to implement programs that will benefit our boys and girls, and he hit the ground running starting August 11<sup>th</sup> under some very trying circumstances and together in this community, worked as authorized by the State Department to put together a plan that the board recognized, despite issues and concerns. She said this plan was developed collectively as a community from the policy-making body and from the administrator for this district, and there has been a total disregard of chain of command and of professional courtesy from the State Department not to communicate with the policy-making body and the highest administrator in the parish who is entrusted with the education of this school district. She said she wants everyone to know there has been communication throughout the community but not with the school board or the superintendent and not so much about the Caddo Plan.

**Adjournment.** *Mr. Burton moved, seconded by Mrs. Crawley, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at 7:35 p.m.*

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita Crawford, President

**January 20, 2009**

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, January 20, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Eursla Hardy, Willie Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Barry Rachal, and Larry Ramsey. Also present were Superintendent Gerald Dawkins and Legal Counsel Reginald Abrams. Mrs. Crawley led the prayer and Pledge of Allegiance.

**CONSIDERATION OF MINUTES OF THE DECEMBER 16, 2008, JANUARY 6, 2009, AND JANUARY 12, 2009 CPSB Meetings**

*Mr. Burton moved, seconded by Mrs. May, to approve the minutes of the December 16, 2008, January 6, 2009, and January 12, 2009 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 and approval. President Crawford announced that Items 9.05 "Revision to CPSB Policy GCO – Professional Staff Promotions", 9.06 "Revisions to CPSB Policy BDD – Board Meeting Procedures", 9.07 "Policy Re: Off-Site Public Advertising by Students", and 9.10 "Resolution for Family of Caddo Students Who Pass Away" are postponed.

**BETHUNE AND OTHER AU SCHOOLS**

Superintendent Dawkins shared with the board an update on the AU schools, reporting that staff and several board members attended the BESE meeting last week, at which time a decision was made that the State will take over Linear and Linwood Middle Schools next school year and we will enter into an agreement with the State Department of Education for the other eight schools. Dr. Dawkins said we are in hopes that The Caddo Plan will be the basis to start discussion for the MOUs which Mr. Abrams and members of the staff are working on the logistics and legalities regarding the use of resources, buildings, etc. He said he hopes for a meeting with the State Superintendent or the Superintendent of the Recovery School District (RSD) later this week. Dr. Dawkins reported meeting with the faculties and staffs of Linwood and Linear and thanked Ms. Phelps and Mrs. Hardy for attending these, as well as Mrs. Lansdale and Mr. Choyce from the professional organizations and for their support.

Ms. Phelps asked for information by the next work session on the guidelines for the charter so far regarding the district's responsibilities, and what has been done in other parishes. Dr. Dawkins stated that Mr. Lee has been working with East Baton Rouge Parish regarding financial transactions between the state and the school district and asked Mr. Abrams to respond. Mr. Abrams said his understanding is the State will do something different than what they have done in the past and we are waiting to see what type of MOU will be submitted to us and what type of agreement they want to put into place, which he will certainly provide to the board when we receive it. Ms. Phelps stated she believes the board needs to be abreast of what has been done in the past and be prepared for these changes.

Ms. Phelps expressed she still wishes to meet with the superintendent to look at the proposed plan for Woodlawn. Dr. Dawkins said that will happen and he looks forward to that happening; however, the MOU is causing some concerns as to where we will start.

Mrs. Crawford recognized two military personnel in the audience and expressed appreciation to them for their service.

**PRESENTATIONS AND RECOGNITIONS**

Mary Nash-Robinson, assistant superintendent for human resources, in the absence of Burnadine Moss Anderson, presented, on behalf of the CPSB and staff, 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.

**AT&T Grant Winner.** Dr. Mary Nash-Robinson introduced Mr. Wynn Lawrence, AT&T, who presented a grant award of \$70,000 to Southwood High School, to be distributed over a two-year period, for the purchase of equipment for the Freshman Academy, which will provide comprehensive support to all freshmen students in an effort to reduce the drop-outs at the 9<sup>th</sup> grade level. Dr. Robinson announced 90 graphing calculators, 10 laptops, instructional kits, workbooks and other equipment will be purchased giving our students, including the low-income students, access to much needed technology. Mr. Lawrence expressed appreciation to everyone including Board Member Larry Ramsey and stated that AT&T has been a staunch supporter of education and the company recently announced a \$100 million philanthropic initiative to strengthen student success and work force readiness entitled "AT&T Aspire". He said it will support the great work already implemented to help our students succeed in school. Mr. Lawrence explained this program is built to help show kids the connection between education and their best future. He added it is because statistics indicate 1/3 of our students drop out before they complete school that the money is being dedicated for this purpose.

**Turn on to Learning Program 1<sup>st</sup> Place Award.** Dr. Robinson announced that for the second year, Herndon Magnet School's sixth grade students have participated in the Turn on to Learning Program (TOTL) instituted by former Governor Kathleen Blanco as a research project to measure the effectiveness of 1-to-1 laptop initiatives in the 6<sup>th</sup> grade classroom. She added it was her dream that the program would be so valuable that schools, school districts, and whole states would wish to join in such a leading-edge project. On December 4, 2008, the winners were announced at the LACUE conference, and from Caddo that was Herndon Magnet School, James Ferguson, seventh grade student at Herndon, and Mr. Mike Dougharty, the TOTL leader.

**LACUE Region VII Educator of the Year.** Penny Kulp, LACUE Region VII Educator of the Year Award recipient, was recognized for receiving the Region VII Educator of the Year Award from the Louisiana Association of Computer Using Educators (LACUE). Ms. Kulp was nominated by her principal, Mrs. Bonnie Martinez, for the role she plays in helping students and teachers integrate technology into their curriculum.

**Presentation to 2008 CPSB President.** Mr. Willie Burton was recognized and presented a gift of appreciation for his service as president of the Caddo Parish School Board during 2008.

Mrs. Crawford recognized newly sworn in Caddo District Attorney Charles Scott present in the meeting.

## **VISITORS**

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on the following issues and concerns of the Federation. She quoted from President Clinton's inaugural speech the statement "there is nothing wrong with America that cannot be cured by what is right with America." She added many today can say they bore witness to the truth of that statement and she believes the same statement can hold true for Caddo Parish Schools. Mrs. Lansdale stated without a doubt we have the greatest group of teachers and school employees on the planet in Caddo, and it is important that we address how we keep them and attract others to our district. She noted that those things which are important in accomplishing this include a competitive salary, discipline in the classroom, continued examination and speaking out on how state programs such as school-wide positive behavior do little in keeping good students in the classroom, but instead it's a tool in keeping the chronic, disruptive students in that classroom; and examination and speaking out on how our special education laws are interpreted in the state and what it does to disrupt the classroom. Additionally, she said it is important that we must not become complacent when it comes to high-stakes testing and speak out about how aligning the test solely to college curriculum and being absolute tone deaf to the needs of special education students not only creates a culture of drop-outs, but a culture of over-age students in the classroom, and that no 18-year old student should ever be in a class with a 14-year old. Mrs. Lansdale shared with the board that it is necessary to find ways to bring parents and the community in the accountability equation, because asking our educators to be solely responsible is too great a burden. She said all this plays a role in keeping good quality educators in the classroom, which is the single most important factor in raising student achievement in our schools. She said the Federation is appreciative and looks forward to the opportunity afforded by the new superintendent to working with the administration and board to address what research says really works. Mrs. Lansdale ended her comments by quoting the following statement from

President Obama's Inaugural Speech - "to those leaders around the globe who seek to sew conflict or blame the society's ills on the West, know that your people will judge you on what you can build, not what you can destroy," and she hopes that this message resonates in Baton Rouge to those who seek to destroy public education.

Myra Robinson, with Supportive Integrated Services, a non-profit community based organization that partners with Caddo Parish Schools and the Eddie Jones West Shreveport Elementary School, addressed the board on National Mentoring Month and the words "positively affect". She said these are the words that she speaks any time she speaks of the mentoring program, because they exemplify the attitudes and actions of caring adults who unselfishly spend time mentoring children. She reported on the grant they submitted in 2007 to establish the school-based mentoring program, Reach for the Stars. She announced this program has been reviewed by an outside evaluator who reports to the U. S. Department of Education and it received rave reviews from the evaluating and consulting firms. She added that this success would not have been possible without the support of the school board, the principal, the faculty, staff and program mentors at West Shreveport Elementary. Mrs. Robinson announced that January has been set aside as National Mentoring Month, a time set aside to spotlight mentoring and bringing an awareness of the importance of it in the lives of children. She expressed appreciation and thanks to the board and admonished the board to say thanks to someone in their past who encouraged them. With January 22, 2009 being set aside as "Thank Your Mentor" Day, thank you cards were provided to board members for writing a word of thanks to someone special in their life. Mr. Burton asked for a point of personal privilege to share that this is a wonderful program that he feels should be in all the schools. Superintendent Dawkins recognized the students present in the audience and thanked the members of the Reach for the Stars Program. He encouraged the students to stay connected in this program.

#### **CONFIRM THE CONSENT AGENDA**

Mrs. May asked that 9.09 remain on consent, but that the verbiage of "and have 25+ years of service" be removed and left blank. Mr. Abrams explained that the board upon adoption of this resolution will be approving a policy that will allow the board president to sign this resolution so the board will not have to act on it each time a resolution is needed.

*Mrs. Crawley moved, seconded by Mrs. May, to confirm the consent agenda (7, 8, 9.02-9.04, and 9.08-9.09). Vote on the motion carried unanimously.* The following is a summary of the board's action on items categorized as the consent agenda.

#### **Agenda Item No. 7**

**7.01 Personnel Recommendations.** The board approved the following personnel recommendations as recommended by the superintendent and included in the mailout: (1) Vera Landrum, Counselor at Hamilton Terrace Learning Center, and (2) employee termination.

**7.02 Requests for Leaves.** The board approved the following requests for leaves as recommended by the superintendent.

##### Certified

##### Sabbatical Leave (Medical) Spring Semester 2009

Jo Ann McMillan, Social Worker, Hamilton Terrace, 29.9 years

Amy Dorrah, Teacher, Oak Terrace/J.B. Harville, 30 years

##### Sabbatical Leave (Medical), Spring Semester 2009 – Fall Semester 2009

Kenneth Gilliam, Teacher, Oak Terrace, J.B. Harville, 22 years

##### Catastrophic Leave, January 12, 2009 – February 23, 2009

Jora Honore', Reading Specialist, Bethune Middle Academy, 5 years

**7.03 Personnel Transaction Reports.** The board approved the other personnel transaction reports for the period of November 22, 2008 – December 19, 2008 as submitted in the mailout.

#### **Agenda Item No. 8**

**8.01 Bids (Purchasing).** The board approved the following bid recommendations as submitted by the superintendent in the mailout on the bid tabulation sheets: (1) Reject all bids for the

purchase of Rebuilt Bus Engines (Rebid); (2) Reject all bids for the purchase of Early Learning Technology and Toys (Catalog Bid); and (3) Tri-State Battery Supply, Inc. for the Sale of Used Battery Cores.

**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) Johnson Controls, Inc., with a Base Bid and Alternate 1, Alternate 2, and Alternate 3, for the sum total of \$3,233,400, for Project 2010-502, HVAC Upgrade at Booker T. Washington, and (2) Precision Builders, Inc., with a Base Bid, Alternate 1 and Alternate 2 for the sum total of \$698,300 for Project 2009-101, A.C. Steere New Library.

### **Agenda Item No. 9**

**9.02 Recommendation of Design Professionals for 2009-10 Capital Projects.** The board approved the design professionals for the 2009-10 capital projects as recommended by staff and included in the mailout.

**9.03 Authority for Superintendent to Sign Teacher Contracts 08-09SY.** The board authorized the superintendent to sign teacher contracts for the 08-09SY in compliance with RS. 17:413 and Policy GCB.

**9.04 Signature on File Agreement for Pepsi Americas Vending Machines.** The board approved the signature on file agreement with Pepsi Americas vending machines as submitted in the mailout.

**9.08 Revisions to CPSB Policy EGAB – Mail and Delivery Services.** The board approved the proposed revisions to CPSB Policy EGAB – Mail and Delivery Services as submitted.

**9.09 Resolution of Appreciation for CPSB Employees Who Pass Away and Have 25+ Years of Service.** The board approved a resolution of appreciation for CPSB employees who pass away and have 25+ years of service in the district.

### **APPROVAL OF COMPREHENSIVE PERSONNEL AND SALARY STUDY CONTRACT**

*Mrs. May moved, seconded by Mr. Burton, to approve the comprehensive personnel and salary study contract as recommended by the superintendent and submitted in the mailout.*

Ms. Phelps asked for clarification on exactly what the board is being asked to approve and what the company will be doing. Jeff Hudson responded this is basically an update on having a vendor come in and go through our job descriptions and salary schedules to make recommendations to bring them to where they need to be at this point in time. He added it is not approving a contract, but a vendor selected from the Requests for Proposals to come in and do what the board has requested. Ms. Phelps asked if they will be making suggestions? Mr. Hudson said they will make suggestions that will be brought to the board for approval. Superintendent Dawkins explained it will be a complete overview of our positions, job descriptions, salary levels, placement levels on the salary schedules. Ms. Phelps said she only wants to make sure what she is approving and if the \$141,000 we will be paying them is to just get some insight or do they have a salary plan we will be adopting? Mr. Hudson said they will review what Caddo has in place and make a recommendation to the board. Ms. Phelps asked if when they make the recommendations and changes, will they in turn be submitting a contract after that? Dr. Robinson explained there is a page in the RFP which describes specifically what we are asking the vendor to do; we received six proposals, and upon evaluation of those six proposals, a recommendation regarding the vendor is being brought today for the board's consideration. She also added that for clarification she can provide the page in the RFP describing the specifics of what we are asking the vendor to do and the name of the vendor being recommended. Ms. Phelps stated that would be helpful as she understood we would have someone update the Arthur Anderson, and for clarity asked if this company is coming in and making recommendations of our salary schedules, our titles, positions, etc.? Dr. Robinson explained they will first review job descriptions and determine that they are current, they will do a comparative study on possible updates to job descriptions, proposed salaries that are more in line with the positions, if that is the case, and make recommendations to the superintendent as to

any changes that need to be made. Dr. Dawkins added that the basis of their comparison will be districts similar to Caddo across the country. Dr. Robinson also added that we required them to present references of their experiences in other school districts. Ms. Phelps said she does understand that part, but asked once they make a recommendation and the board needs to make changes, where are the guidelines coming from, is it coming from the vendor with their salary plan, or are we just updating our Arthur Anderson? Dr. Robinson said we are really updating ours. Ms. Phelps said that is not what she had in mind that we were doing. Dr. Robinson said we requested they use ours as a baseline or as the point of reference. Dr. Dawkins also explained that it can be pretty extensive or not. Ms. Phelps asked what will happen if they do not make any recommendations for change, have we spent the \$141,000 for nothing? Dr. Dawkins and Dr. Robinson stated they are certain recommendations will be made because of issues that have been addressed for a long time and we have asked them to make those priority as they begin the study. Ms. Phelps asked if they will assist with the changes or will this just be the Finance Department making changes in the schedules? Dr. Dawkins responded they will make recommendations, staff will come to the board to explain them, and ask for the board's support in implementing those changes. Ms. Phelps asked if the company will present on paper the proposed salary changes or will people have to physically go in and make the changes. Dr. Robinson explained that they will make recommendations, but our Finance Department will not make changes until they are approved by the board. Ms. Phelps stated she understands that, but she is asking will the company bring back the document with a new salary schedule or will Caddo Parish Finance Department have to prepare it? Dr. Dawkins said they will prepare it based on their knowledge of other districts and what they believe are the most current conditions we should be adhering to. Ms. Phelps asked if what the board is being asked to approve is just employ this contractor, and will staff come back to the board with recommended changes for board approval? Staff responded that is correct. Ms. Phelps asked if the only salary they are expecting is what is presented here? Staff responded that is correct. Ms. Phelps asked legal counsel if that is correct and is the contract she spoke to him about? Mr. Abrams asked if they will be submitting a contract for approval with the deliverables? Mr. Hudson responded that they would like to get it approved today, but it is whatever the board desires. Ms. Phelps said she would like to see the contract.

Mr. Rachal stated that the board approved an RFP and asked if this contract refers back to the RFP? Staff responded that is correct. Mr. Rachal asked if the contract is basically stating they will perform the services in the RFP? Dr. Robinson said that is correct. Mr. Rachal asked if the contract is confirming exactly what the board agreed to in the RFP? Mr. Hudson responded it will reiterate what is in the RFP and stipulate a payment schedule. Mr. Rachal stated we have gone through the process of the RFP and everyone was aware of the RFP, so he supports this so staff can move forward.

*Mr. Ramsey moved, seconded by Mr. Burton, to call for the question. Vote on the motion to end debate failed with Board members Crawley, May, Phelps and Crawford opposed and Board members Riall, Hardy, Burton, Rachal, and Ramsey supporting the motion.*

Ms. Phelps stated she thinks it is very rude when matters such as this are on the table, and if there are board members who understand it, that is fine. *Mr. Burton called for a Point of Order.* Ms. Phelps stated there is no point of order. President Crawford stated that you can only speak to the motion. Ms. Phelps said the motion was about this agenda item and she wants to make sure what she is voting for. She stated she doesn't call for the question or cut someone off and it's not about supporting the issue, but the issue is about respecting board members to ask questions and not call for the question just because you don't want to talk about it. She said if a board member doesn't want to talk about it, then they can remove themselves from the room. She again stated she thinks it is very disrespectful. *Mr. Ramsey called for a Point of Order.* Ms. Phelps said she will not go through 2009 in this order.

Ms. Phelps asked if there will be a contract coming back and Mrs. Crawford responded yes, but the motion doesn't say it will come back to us to be voted on because the board approved an RFP that stated everything we wanted the company to do and the company agreed to that RFP, which the contract will reflect the RFP requirements. Ms. Phelps asked for a copy of the contract when it is signed. The superintendent stated he will make certain every board member gets a copy of the signed contract. Ms. Phelps said she is only asking for herself.

*Vote on the motion carried unanimously.*

## **REVISIONS TO CPSB POLICY GCO-PROFESSIONAL STAFF PROMOTIONS**

Dr. Robinson reported revisions were made to this policy as late as 4:00 today and is not sure if legal counsel had the opportunity to review and provide a final copy. Mr. Abrams said he didn't print it out after sending it to staff. Ms. Phelps stated she will bring it back next month.

## **SUPERINTENDENT'S REPORT**

Superintendent Dawkins again thanked board members for traveling to Baton Rouge with staff last week and for the support. He announced he had an opportunity to attend a Martin Luther King Celebration in Vivian on Monday, and to meet the mayor with whom he plans on meeting again to discuss mutual issues in that area; and recognized and thanked the principal from Vivian, who was in the audience, for her generosity and hospitality.

Dr. Dawkins announced he will be asking President Crawford to call two special sessions of the board, one being a technology work session to talk about some very ambitious plans to address needs in the area of technology for the school district, and second a budget work session to talk about the impending economic condition of our state and country.

## **ANNOUNCEMENTS AND REQUESTS**

Ms. Phelps announced this is another year and asked board members to show more professional courtesy to other board members; and if it's something you do not want to hear, not to interrupt other board members because there is a community that is concerned about some of the questions we may have.

Mr. Rachal asked staff to provide information regarding the State renegeing on their promise for pay raises for certified counselors, psychologists, and speech pathologists.

Mrs. Crawley asked if there will be any adjustment to The Caddo Plan other than Linwood and Linear? Dr. Dawkins responded he is waiting for the opportunity to meet with the State to find out what they mean by MOUs as well as the legalities around the take-over of those two schools, i.e. staffing implications, building implications, etc. The superintendent said staff hopes to have these answers soon as well as a funding plan for The Caddo Plan as it exists. He said he hopes this meeting will be later this week, and he may need to travel to Baton Rouge to get the answers.

Mrs. Crawford asked the superintendent to arrange a presentation by Dr. Marsh regarding his discipline and management suggestions to our schools as she is receiving a lot of reports and some of them conflict with Caddo Parish policy. She said if we expect our teachers to follow Caddo Parish policy, she believes it is important that the board knows what they are being told and that if it is different than policy, he needs to bring recommended changes to the board.

Mr. Rachal asked that an item be added under Superintendent's Report and that staff provide information addressing phone calls he has received relative to mid-term exams being scheduled after Christmas.

Mrs. Crawford stated that a 20% mid-term is a lot of pressure on students as some are test takers and some are not, and asked that staff look at this percentage for this test.

Mr. Ramsey stated he believes we have an in-house expert that can teach classes and conduct board training with approval from the Louisiana School Boards Association. He said he believes the board's legal counsel has made many sacrifices and gained much knowledge in areas where the board might need to be updated and trained. Mr. Ramsey asked the board president and superintendent to check into this possibility and maybe cut down on the amount of traveling. Mr. Ramsey also noted that Mr. Burton usually advised new presidents to remind everyone to have a good year, act professional, and prepare for the meetings by calling the numbers on the agenda so when coming to the meetings, we can take care of the business.

Ms. Phelps stated that as it relates to the unpleasant news last week with the State, she wants everyone to know there will be legislation introduced regarding the State take-over regulations

from the State and Senate side. She said we are not alone in not knowing everything that is not written and along with the East Baton Rouge legal action, the LSBA will be joining in on this legal issue. She said she will keep the board updated.

Superintendent Dawkins introduced Emily Langley Stanford, Principal, Shreve Island Elementary; and Paula Maywether, Counselor at Turner Elementary/Middle School. He announced these appointments were approved by the board at its December 16, 2008 meeting.

**Adjournment.** *Mrs. Crawley moved, seconded by Mrs. Hardy, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 5:30 p.m.*

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita Crawford, President



**January 26, 2009**

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, January 26, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Eursla Hardy, Willie Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Dr. Gerald Dawkins, secretary, and Reginald Abrams, legal counsel. Mr. Riall led the prayer and Pledge of Allegiance.

## **VISITORS**

Rev. Joe R. Gant, Jr., Calvary Baptist Church, commended the superintendent for the strong stance he has taken for the children of Caddo Parish and for what he believes is the best for our education system. Rev. Gant said he also believes the superintendent could not have done what he has done without the board's support and he commended the board also. He stated that for once he believes we have been able to stand as a unified group and support what is best for the children in Caddo Parish. He thanked the board and the superintendent for what they are doing and encouraged them to stay the course; and, on behalf of the ministry of this city, expressed support to the superintendent and that there is a group of ministers waiting to help further this process.

Irma D. Rogers, President of the Martin Luther King Community Development Corporation, stated that she is appearing before the board regarding the issues involving Caddo's underperforming schools and Linear Middle School located in their area. Mrs. Rogers stated their group met with Superintendent Dawkins in October and at that time was able to provide input; and they feel what they are hearing regarding their neighborhood sounds pretty good. She stated there are some questions they have for the State that include how well does the State know their neighborhood?, are the funds paid to build Linear not local taxpayer dollars?, does the State have parental support from this area for what they plan to do?, and what about information on the State plan? Mrs. Rogers shared with the board she and Mr. Wilbert Williams, president of the MLK Neighborhood Association, sent a letter to Mr. Guice, president of BESE and Superintendent Paul Pastorek, concerning the State wanting to take-over Linear without giving Superintendent Dawkins the opportunity to implement The Caddo Plan which she believes is a disservice to the citizens and the children. She asked how is this going to better serve the community? She also shared that the citizens in this area have met with Mrs. Eursla Hardy to share their concerns about the take-over and the lack of answers to their questions.

Jackie Lansdale, President of the Caddo Federation of Teachers/Support Personnel, and a group of CFT/SP members, expressed concerns around the proposed State take-over. Mrs. Lansdale presented the following questions that they wish shared with the Louisiana Department of Education: What is the LDE Plan? How many LDE employees will be assigned to implement, monitor and adapt components of the take-over? What components of the plan will require additional paperwork and what ways will this paperwork be integrated into the existing workload of the district's staff? What is the timeline for implementation? What are the measures of success for improvement? Who will be responsible for the daily operations at the school buildings and how will this differ from the current practice? What are the benefits of the take-over? How will infrastructure changes be communicated to be modified as a result of the take-over? What recourse is available for district staff, building administrators, teachers and parents when issues arise around implementation – who will they call? How will data be shared with the community at large about the process of the take-over and what will be the indicators of success, decrease in absenteeism, special education referrals, increased student performances? She encouraged the board and the community to continue to stand together in support of the superintendent's plan.

## **UPDATE REGARDING STATE TAKE-OVER OF AU SCHOOLS, THE STATE PROPOSED MEMORANDUM OF UNDERSTANDING AND THE CADDO PLAN**

Superintendent Dawkins explained that this meeting was called for the purpose of responding to questions from board members, staff and community members and hopefully clarify this process. Dr. Dawkins explained that we want to clarify the language in the draft MOU received late Thursday night, as well as the language in the State take-over provisions as provided in the law.

He reported on his meeting with Paul Vallas late Friday afternoon and announced he will take the questions from the meeting tonight to another meeting later this week to continue the process in the state take-over. He reaffirmed that any proposed MOUs will come back to the Caddo Parish School Board before moving forward. Dr. Dawkins stated it is still our intent that The Caddo Plan will be the basis of any MOU agreement we enter into.

Reginald Abrams, legal counsel, shared with the board and audience an overview of the provisions associated with the take-over of the AU Schools, the MOU and what State Statute says regarding what happens in a school take-over. He explained it is all provided for by the State Statute, partially as a result of Katrina, in order to give a lot of authority to the State in order to take over schools. He said there was also a constitutional amendment passed during that time allowing for the take-over and funding of entire districts. Mr. Abrams stated that Louisiana Revised Statute 10.5 serves as the basis for the State take-over of the schools in Caddo Parish stating that any elementary school in a local, parish, or city under the direction or jurisdiction of a school board which has been declared academically unacceptable is a failed school. He said this triggers certain things then required to be done. Mr. Abrams explained there is criteria established in order to determine what the State will do and when they can do it, and we have schools that have been labeled academically unacceptable for four consecutive years. During that four-year period there was a change in accountability with score changes and other things that dropped some of those schools in those scores. He said once labeled academically unacceptable for four years, it states that the schools shall be removed from the jurisdiction of the city, parish or local board and transferred to the jurisdiction of the Recovery School District (RSD) as provided in statute 19:90. He further stated that as long as the State board approves the transfer, and at that point any failed school can be operated by the RSD, an intermediary district, operating on its own with its own superintendent, and they have whatever authority necessary to operate those schools to bring those schools up to academic level. Mr. Abrams stated that one of the important questions that has been raised is at the time of transfer to the RSD, the parent or guardian may choose to continue to have that child enrolled in and attend the school under the jurisdiction of the RSD or any other public entity from which the school is being transferred, which means they have the ability to attend another Caddo Parish school and not just a school under the RSD. He said once the school goes to the RSD, the RSD retains jurisdiction for five years and no later than nine months prior to the termination of that term, the RSD must make a report to BESE on the status of the school transferred along with a recommendation to either continue in the RSD, continue with a change, close the school, or return it to the administration and management of the transferring system. He added this is what has happened to Linear and Linwood; however in looking at the motion passed by BESE, and it currently is unofficial, it says the Board approved the recommendation of the Department to place schools that will be transferred to the RSD for supervision of a Memorandum of Understanding or as direct management. He further reported that the committee minutes reflect that the motion passed clearly transferred all 10 schools into the RSD, so it is not as has been stated that only 2 schools went into the RSD, but actually all 10 schools went into the RSD. He said this is different from what happened with Bethune, as Bethune is not in the RSD, but is under a MOU and is basically operated by Caddo Parish with certain things being done by the LDE to help bring the school up to standard.

Mr. Abrams further explained that the standards can be changed by the SDE as to when they are made and how you make the scores; and if it is determined that the system is in “academic crisis” (which means the district has 30 or more schools declared academically unacceptable or more than 50% of the students attending schools that are academically unacceptable), different things happen. Mr. Abrams stated that under LRS 17:1990, whenever a school system is moved into the RSD, and this applies to Linear and Linwood, an intermediary school district, that is supposed to provide all the educational resources and has the same ability to contract with the board, but it cannot levy taxes, but it can take Caddo’s taxes for use in the RSD. They will get Caddo’s MFP dollars and the local tax dollars in order to provide an education for these children. He also explained that the RSD may also contract with for-profit providers (and it used to say non-profit providers) for these services and the RSD may require local support including but not limited to student transportation, food services, and student assessment for special education services, and in such cases the RSD shall reimburse the actual cost to the local district. He further explained if there is a dispute between the RSD and Caddo Parish, the Commissioner of Administration will make a determination. He said the RSD will have the right to use any school building, including all facilities and property otherwise part of the school and recognizes part of the facilities and assets of the school prior to its placement in the RSD and shall have access to

such additional facilities that are typically available to the school, students, faculty and staff prior to placement in the RSD.

Mr. Abrams stated that he talked to others regarding how it has been implemented throughout the State and he understands they will take an inventory of what the school has in order to use the local district's stuff. He also said this use shall be unrestricted and the school districts shall be responsible for and obligated to provide for routine maintenance and repairs and this means if a charter provider goes into schools, they will have to maintain them and make certain they remain in good working order, but anything that is considered capital projects (roof, boiler, air conditioning, heating) will be paid for by Caddo Parish. It also says that extensive repairs will be provided by the governing authority of the city, parish or local public school system responsible for the facilities. He said this is where we are now and that the capital projects aspect will still be something for which the parish is responsible.

Mr. Abrams expanded on the "academic crisis" status, and if that happens, it could be the district may be required to transfer the school and all the rights and responsibilities of ownership of all land, buildings, facilities, and other property that is a part of the school being transferred.

Regarding funding, the RSD will be able to collect all MFP dollars associated with the school under the jurisdiction. Also, they will be able to take the city, parish, or local public school board funding prior to its transfer, which is an amount of money equal to the number of students enrolled times the per pupil amount received by the school system from the state-use tax, ad valorem taxes, and earnings from 16 section lands owned by the school system. Mr. Abrams explained they can do this by a reduction in the amount of State funds otherwise being allocated by the city, parish or local school system as contained in the MFP budget letter approved by SBESE.

Relative to teachers, it states that the RSD may employ such staff members as it deems necessary, and at the time of transfer of the schools in the district, any certified teacher with regular and direct responsibility for providing classroom instruction to students employed by the transferring school, shall be given priority consideration for employment in the RSD. He continued that it also says any person employed by the prior system and in the transferring school may choose to remain in the employ of the prior system (can stay in Caddo), in which case the prior system (Caddo) shall retain and reassign such employees and assist them with their contractual obligations. Also if a teacher has tenure, they will grant a leave of absence while at the RSD and the teacher can retain their status with the prior district (Caddo) being required to continue to provide benefits while they are at the RSD.

Further, Mr. Abrams explained that only students who would have been eligible to enroll in or attend a pre-existing school under the jurisdiction of the city, parish or local school board prior to transfer to the RSD may attend. He said they are not supposed to try and get students from all over, but if there are any students in schools that provide Choice, those students are allowed to attend the charter school. He added there is also a provision relative to a cooperative endeavor agreement to work between the districts if the local district decides to work with them.

Mr. Abrams also said the State Constitution states that BESE has the power to supervise, manage, operate and provide for supervision of a public school that has been determined to be failing, including the power to receive, control, expend state funds and any other local revenue available to a school board with the responsibility for a school determining if it is failing, which provision was passed by the people as a revision in the Constitution.

Ms. Phelps asked about the Capital Projects part and if this is the law? Mr. Abrams responded that because it is a building or facility that Caddo still owns, the State Statute requires that we continue to maintain the main components of those buildings/facilities. He further stated that if you have 30 schools in academic crisis, then BESE could vote to actually take the buildings, land, everything, which is what they did in New Orleans and is a New Orleans provision.

Ms. Phelps asked about the utilities and if that will still be Caddo's responsibility? Mr. Abrams responded it is not included specifically, but this is more a maintenance item to run the district, and is a point we would argue if we need to. Ms. Phelps asked about charters taking place next year, and if there was a form that required them to lease from Caddo? Mr. Abrams said he has not seen that and he doesn't believe it would be required, but they may have some type of

arrangement with us regarding such services as transportation. Ms. Phelps asked about the funding per student as it relates to MFP, and clarified us reimbursing them and that they would take the MFP amount and reduce it? Mr. Abrams responded that this is what has happened to East Baton Rouge and in studying the Statute, he believes this is what they have done in the past. Ms. Phelps stated that she asks this question because if she understands correctly, based on the numbers they have last year that will be given to us this fall, they would have a substantial number based on what we have this year as opposed to what they might have next year. Ms. Phelps stated that in reference to what they get per student, thousands more per student than us, will they make the difference or is that something we will have to reimburse them. Mr. Abrams responded that whatever the State authorizes, and he doesn't believe it's that much for us, is what they would get. He said the fact they can claim and get \$18,000 per student he doesn't believe relates to us and the MFP dollars. Ms. Phelps said that is something she wants the public to know and that is when they say they are doing better, when you have more money per student, you obviously will do some things differently, and she wants parents to know that they are putting more money into this district (RSD) than they have in the past or the future.

Mrs. Bell stated that she believes this is all about money and asked about the fact that staff members in this district can take a leave and go to the RSD and their tenure with the transferring system stays intact, who pays the salary? Mr. Abrams said the Charter School or whoever employs them will pay their salary. He said this only says one would not lose their tenure status, no interruption of service. Mrs. Bell asked about the fact that the state pays \$5,000-\$6,000 per student and she knows that in New Orleans they are paying \$18,000 per student in the RSD. Mr. Abrams responded that is a statement about what they are spending per student; however, he doesn't understand how they get the funding for it. Mrs. Bell said she wants the citizens and parents to understand they are spending \$18,000 per student in the RSD, but they are only giving Caddo \$5,000 per student. She said that is one reason one could do whatever they want to do and she believes this is a discrimination against students. Mrs. Bell also stated that her constituents elected her to the board to protect their tax dollars and she doesn't understand how a State board can tell a local school board how it can spend their money, and this is a question she wants the superintendent to ask them, because the local tax payers dollars are for the local schools. Mr. Abrams said by definition, they are calling those schools public schools. Mrs. Bell said that's what they are calling them, but we are paying for public-private schools and she will fight for public schools. Mrs. Bell shared with the board that when she was in the schools, she needed some computers and went out and solicited \$28,000 to buy computers for her classroom and when she left, they were a part of school board property, and no one from BESE offered to pay for those computers. She asked if she understands correct that they will be able to use and do whatever they want with what her tax dollars and other citizens' tax dollars bought? She said when it comes to a tax, the board has to demonstrate to the public the need. She said she wants the superintendent to ask the SDE how can someone come in and tell us how we are going to use a building built with local taxpayer dollars? Mrs. Bell said teachers have worked very hard to write grants and raise funds to purchase these supplies for their classrooms. Mrs. Bell stated that regarding the reimbursement in the Charter schools in Baton Rouge, they cannot pay the bills and still owe for those things they are leasing from the public schools. She asked if we are going to be reimbursed for transportation, food, etc.? Mr. Abrams responded that the Statute states we will be contracting with the RSD, not a Charter school. Mrs. Bell said that is what she is trying to say – the RSD is behind. She asked Dr. Dawkins to share with the state superintendent that we are citizens of Shreveport and we care about our schools, but if he is going to lease out our schools; and if the state is paying \$18,000 per student, she doesn't believe the state needs her money. She said the plan was written for the Katrina students in New Orleans because we didn't have a hurricane up here and didn't lose anything.

Mrs. Crawley asked if the constitutional amendment was passed statewide and was it understood it wasn't just for New Orleans? Mr. Abrams said this was in 2003 and Katrina was 2005. Mrs. Crawley indicated that even so, they were talking about New Orleans schools long before Katrina. Mr. Abrams clarified it is a statewide, not local, provision. Mrs. Crawley also asked about the stipulation that we must provide special ed services and does that mean in that school or will they take those students and tell us to put them in another school? Mr. Abrams said it is his understanding that special ed students will be in their schools. Mrs. Crawley asked if they will hire special ed teachers? Mr. Abrams responded it says we will provide special ed evaluation services, but they should have their own staff; however it also says *not limited to*, so it could require more. Mrs. Crawley also asked about behavior issues and if they will be able to expel students? Mr. Abrams responded he can only tell the board, from what he understands,

that RSD is its own district and the State Statute says every district is to have its own alternative school setting, thus, his thought is if they expel someone from their school system, they are responsible for the alternative also, unless we agree to something in the MOU that could make it beneficial to Caddo Parish and the students. Mrs. Crawley asked for clarification and if it will be a reimbursement type situation for the number of students and they will get it up front and we maybe get it back. Mrs. Crawley asked for clarification and that teachers going to the RSD will no longer be under Caddo's health care? Mr. Abrams said that is correct. She also asked if the retirement stays the same? Mr. Abrams stated that he did not get into that too much, but he believes it does. Mrs. Crawley also asked about the choice parents have in Caddo versus the RSD? Mr. Abrams explained that he would need to get into the MOU because it says we won't change things, and we already have choice; so in actuality all the students in those schools should be provided choice to some other school in our district, but the question is whether or not they can be allowed choice in schools that are AU, because technically under NCLB, that is not allowed. However, if you look at the state system and the fact they are allowing these students to leave from an AU school to go to another unproven school that is AU, but doesn't understand why they would not be allowed to go into one of the schools that the superintendent is proposing to change if they wish to do so. He said certainly Caddo's plan is much better than their plan, because we have not even seen a state plan.

Ms. Phelps asked if when they created the RSD, which she understood the first one was for the New Orleans District, did they create another one which was passed by the Legislature as well? Mr. Abrams said he believes it was the same thing in that they formed it and Mr. Watson was the acting superintendent at the time and Mr. Paul Vallas is now the superintendent of the RSD. Mr. Abrams indicated some of the information indicates that Ms. Sheffield is there on behalf of the Department of Education, which is interesting because the information in the MOU says she is working for the RSD versus the Louisiana Department of Education, and the LDE is the governing body. Ms. Phelps said that also is a question she would like clarity on, because she understood when the one district was set up, she wanted to determine if by law they are able to create another district since they stated not the Orleans Parish Recovery District but the Louisiana Recovery District. She asked if they are doing this on their own or is it part of the legislation to create two separate recovery districts. Dr. Dawkins stated that they refer to it as the RSD outside of New Orleans and is a question they will pursue getting an answer.

Mr. Rachal asked if a private charter school is opened, do they have to meet state standards? Mr. Abrams said it is his understanding they do, because they have to meet state standards and report back to the SDE. Mr. Rachal clarified a private charter school. Mr. Abrams said if it is private, maybe they would not, but they would if they are operating with public funds. Mr. Rachal asked if we receive an application from a private group for-profit, and they want to operate a charter school through the district, do they have to meet state standards? Mr. Abrams responded they do. Mr. Rachal asked if they will receive any local tax dollars? Mr. Abrams responded that he doesn't believe so. Mr. Rachal said that this seems a little shaky as far as where is the line drawn in the future if we have a private-public school that will get a lot more money from the state and showing less results than are being shown locally, but they are also going to take local tax dollars. He said no one voted him in to office saying they want to send all the locally collected tax dollars to Baton Rouge.

Mr. Riall asked for further information on the academically in crisis status and if we find ourselves in a situation with 30 schools in this status, will they confiscate all the district's schools or just those 30? Mr. Abrams explained he believes it is just those 30. He said with the terminology used, he believes this sounds like a threat and he can't understand how they can legally confiscate property that belongs to this parish. He asked if this could be taken to court? Mr. Abrams said he would not give a legal opinion. He asked if this is something they can do or is it something the local board can fight, if it comes to that? Mr. Abrams said we can always fight.

Mrs. Hardy asked about the legal possibility of turning Green Oaks into a Jr.-Sr. High School? Mr. Abrams said it would possibly take approval from the SBESE, and part of the MOU requires that we keep the schools at their current status. Mr. Abrams said he believes it is certainly something that can be done if the board decides it wants to do that.

Mrs. Armstrong asked if this would be a state decision or a Federal court decision if one of our facilities is made a Jr.-Sr. facility? Mr. Abrams said it would probably not be Federal anymore because we are only being monitored in three areas now.

## MEMORANDUM OF UNDERSTANDING

Mr. Abrams shared a powerpoint on the proposed Memorandum of Understanding and noted that the most glaring thing is it is now an MOU with the Recovery School District and not the LDE. He said the Bethune MOU was basically about the SDE providing support to help make Bethune successful, however, this MOU appears to be about telling the board how it must operate the school district and they are going to get paid for doing it. Mr. Abrams highlighted those areas of the MOU that have changed and are different from the MOU Caddo entered into with the SDE for Bethune and the fact that the motion by BESE states the schools are to be transferred to the Recovery School District with supervision through the MOU or direct management (which is where they listed Linear and Linwood). He said the contact listed is Lavonne Sheffield and before it was Rodney Watson who actually helped draft the MOU with Bethune in an effort to help everyone out. He said the local personnel were to handle all the fiscal and budgetary matters, daily program operations, and program monitoring. He said the same language in the Bethune MOU is the same language they are still using except they said the LDE is going to provide the support, but the LDE is required to provide support because they are the State Department of Education and they are not supposed to charge the local district for everything they come in and do since that is why they were created; however, here they are saying the RSD is going to provide that for the district and they are going to charge the district for it. It also states the district will reimburse to the RSD all actual costs incurred because the monitoring supports interventions and other related costs, which used to say if the Legislature does not appropriate adequate funding for this program for the years MOU is in effect, the district will reimburse the RSD all actual costs, so it is basically saying that if the Legislature does not appropriate it, then the local district will have to reimburse which makes it appear that the LDE was paying for a lot of the stuff we were getting, but it is now saying the district will reimburse the RSD for all costs. So what is operating under Bethune now is the LDE funding most of the cost associated with that or it comes from other sources, but that is totally opposite here as far as what is going on. He said the state visits by management teams would be done by them anyway, but they are saying anything they do they will charge you for anything incurred and they are not obligated to pay anything.

Mr. Abrams stated that the section relative to "Funding" was completely deleted and it now says that the district will reimburse you regardless of the costs, i.e the Bethune MOU had a way of getting out if the Legislature did not appropriate funding. He also highlighted the "Responsibilities" section of the MOU and that the RSD will provide (and it used to be the LDE) a school turn-around team to conduct regular reviews and provide coaching and guidance; however, now it will be paid for by the local district. He added when they say they will work on the plan, their intent is they will work with the superintendent on specifically what they will do, however now the MOU that was received is the template that was mailed to all the districts with AU schools meaning they intend for every district to have the same MOU, with the Appendix including our Caddo Plan. Mr. Abrams also noted it is in this section where districts are told the schools must retain their original identity, including school name and grades served. Regarding "Oversight", the MOU states that the district will submit the RSD rules for determination of eligibility for the school, attendance, feeder schools, hardship waivers, and magnet schools, with the RSD approving the provisions, so if the Caddo Parish School Board decides it is going to do something, the RSD is going to say whether or not you did a good job. He also explained that there is provision in the MOU that the local district will have to fix the feeder schools and consult with the RSD and any revision must be approved by the RSD, and also contracts for any academic services must be submitted to the RSD. Mr. Abrams also stated that the districts will have to submit candidates for school leadership positions to the RSD for approval, with the leadership positions being defined in the School Performance Plan. It also requires the district to seek input from the RSD relative to the site selection of teachers and administrators at all the schools in the RSD. Mr. Abrams noted that all this language in the MOU is new and different from the MOU between Bethune and the LDE. He said it also says we must fully fund all the programs they require, we must allow them access to the district's budget and allow them to tell us how we will spend our money, the district must report all diagnostic data, and we must provide a comprehensive property inventory as of April 1, 2009, which they did for Bethune also. He further stated that in looking at this MOU, it is clear that the intent is these schools are

now in the RSD and they want to know what property is there in the event you put an outside provider at that school.

Mr. Abrams said we had a "Termination for Cause" which is in most state contracts and usually means if someone believes you are not performing according to the contract, it allows 30 days to try and fix it. He said it is in the MOU with Bethune, however, it has been removed from this proposed contract.

Ms. Priest asked the superintendent to ask the State Department about the structure and measurable outcomes and results? What is the estimated cost (budget)?, because she does not believe we should enter into a contractual agreement without knowing the expenses and cost. What about a copy of Appendix A which includes the school progress plan to review in order to agree with whatever terms are as she thought we were to implement The Caddo Plan with strong monitoring. Ms. Priest also asked why should Caddo Parish, who has one of the highest bond ratings in the state, have to turn over its records or budget to the SDE because this will definitely negatively impact our district, the infrastructure as well as the boys and girls. She asked why is The Caddo Plan not referenced anywhere in the MOU, who will be liable in the utilization of our facilities (insurance), and why should Caddo provide support services (transportation, food service and special education)? Ms. Priest stated she believes the MOU should allow room for negotiations and she does not see that mentioned anywhere in this proposed MOU. She said the SDE should be available to provide Caddo with technical assistance and not become a dictator as it is spelled out in the MOU. Finally, Ms. Priest stated that the local Caddo Parish residents are the ones that voted for Caddo Parish schools and there are other districts in the state that may not have the support of the citizens, but this district has had that support and she believes the board would be doing a disservice to the residents of Caddo Parish, who have supported our children and teachers, by arbitrarily agreeing to everything the state is proposing in the MOU presented.

Mr. Abrams commented on the issue regarding transportation and support services and that he only reported on what the Statute requires if requested. He said he is not aware of anyone requesting anything at this time, but if they do, they have to pay for it.

Mrs. Bell questioned the fact that the Caddo Parish School Board would have to be asking them what we can do and who we can hire, and she feels like we no longer have the responsibility as a board, but are answering to the RSD and she wants the superintendent to share this with them. Mrs. Bell also asked about contracts needing approval from the RSD and if a consultant team who comes to Caddo, she believes they have already selected who they want and she questions what makes them believe they know the children in Caddo Parish and what is best for them? Mrs. Bell asked the superintendent to ask them why they cannot consider The Caddo Plan and let us do what we need to do and see the results over the next couple of years. She said she also wants to know scores from the New Orleans schools. Dr. Dawkins clarified that it is our intent to bring The Caddo Plan to the full board and that it will be the basis of any MOU we enter into and will not do anything with it until answers are brought back to the Caddo board. He said all the comments and questions will be helpful to staff as we present Caddo's case. Mrs. Bell also stated she wants the citizens to know there are those already in Shreveport talking and negotiating charter schools and contracts, so she believes they already have a plan.

Mrs. Crawford stated that at the Oversight Committee meeting, a BESE member noted that once a school becomes a part of the RSD, BESE becomes the local school board and asked if that is correct? Mr. Abrams responded it appears that way, because the RSD operates under the SDE who operates under BESE. Mrs. Crawford asked if we get permission through the MOU to implement The Caddo Plan, can they come in after the fact and change their mind? Mr. Abrams said he believes we can negotiate that, but he believes they believe if something is not working, they can come back in. Mrs. Crawford asked the superintendent to request a hard timeline? Dr. Dawkins stated that a window of 60 days is noted in the MOU; however, we don't have 60 days, because we are behind already, so we will be moving as quickly as we can to meet with the SDE and move forward from there.

Mr. Burton asked how do we know this is going to work? He said he needs some evidence where this may have worked somewhere else. He asked the superintendent to inquire about the scores and those "0" grades for those students who are in alternative schools or are incarcerated that are going back to the neighborhood school and the fact that the grades of those students in magnet schools are not returned to their neighborhood schools?

Mrs. Crawley asked about the difference between the two schools (Linwood and Linear) they have taken and the other eight schools? Mr. Abrams responded that with Linwood and Linear, the dollar amounts are sum certain as they will get the MFP dollars, per pupil amount and some capital projects that we will know an amount; however, we will not be responsible for whether or not those schools improve. He said those schools are in the RSD and if they have discipline issues, they will more than likely kick those students out, so their scores probably would go up. Mr. Abrams said they are not in Caddo's district and unless they negotiate a way to make it beneficial to Caddo, because they are in the RSD and Caddo is no longer receiving any State funding for them, but that is a "sum certain". He said we do not lose the sum certain, because we still keep the per pupil dollars as well as the local support dollars, but they do get to impose on us the extra, i.e. The Caddo Plan will cost and the RSD will add on top of that a cost to monitor each of the schools. Mrs. Crawley asked about the positive in the MOU? Mr. Abrams said the positive is Dr. Dawkins will be given the opportunity to work on his plan and take care of the Caddo students and prove them wrong. Wouldn't we simply take the Caddo Plan and put it in Caddo schools not in the RSD? Mr. Abrams stated that if you address the eight schools with the plan and it shows improvement then you start putting resources in the other schools at risk of being taken over, then he doesn't believe they will come in and take them. Mr. Abrams said he believes they did not take more than two because of where we are located and timing and they will build capacity in the private providers now and possibly come in after a couple of years if they need to.

Mrs. May expressed appreciation to Dr. Dawkins for his hard work and expressed her concern that a state group in Baton Rouge does not understand what is going on in Caddo, but they are writing and telling us what to do. She asked why can't those in Baton Rouge come to Shreveport and sit down with the Caddo Parish School Board. She said there are many employees in Caddo doing a great job so she doesn't understand why those in Baton Rouge are telling us what to do. She asked Dr. Dawkins to request an audience in Caddo Parish in an effort to work together and work this out? She also encouraged Caddo's employees to keep working hard and the board supports them in their efforts to help the children of Caddo Parish.

Mrs. Armstrong thanked Mr. Abrams for explaining the BESE actions and that she believes the hidden agenda is power and money which she believes was very clear as BESE discussed the MOU. She said it is also correct that they placed all 10 schools in the RSD. She also stated that BESE also asked about the plan if the schools reach the magic number of 60, is there an exit plan?

Mr. Rachal asked if any BESE members saw the Caddo Plan? Have they received it? Mr. Rachal asked how do we deal with the attendance lines in place for the Caddo district when the state is unsure what they are going to do or how they are going to do it? He asked how will Caddo be able to implement any plans being worked on for the past seven months if we can't move forward without BESE's stamp of approval? How do we address the remaining 60 schools for which the Caddo Parish School Board is responsible. Regarding the fact that we are responsible for capital projects, he asked who will determine what capital projects need to be done and if they decide, do we have to pay? Mr. Rachal also asked if we can request the SDE fund the remainder of Caddo's students at the same level they are funding students in the RSD? Mr. Rachal also stated he is thinking of starting a new company and he would like to know if the state will provide him with facilities, equipment, fixtures just as they are doing for educational companies? Mr. Rachal also stated he would like to invite Governor Jindal to come to Caddo and see what we are doing and get a better idea of what the SDE is doing and what they have submitted to us so he has a better view of the department he is over.

Ms. Phelps asked Dr. Dawkins if the SDE mentioned to him placing the schools in the RSD with MOUs? Dr. Dawkins said discussions with him were that the schools would be placed under control of the SDE or we could be placed in the RSD and he understood there was a MOU without any clarity on working with the SDE or the RSD. Ms. Phelps stated she didn't believe this was made clear and Mr. Abrams verified that is correct because he believes most believed this would be an MOU as with Bethune with more supports and oversight. Ms. Phelps also asked if she is correct that at this point we are not sure if we will be allowed to implement The Caddo Plan along with their plan? Dr. Dawkins responded that the purpose of getting the questions and concerns is to share this with them in our meeting to clarify an MOU. He said Mr.



Vallas met with him for about an hour on Friday and that he would also like to meet this week, thus the reason for this meeting to get the board's input.

Mr. Rachal also asked that a question be directed to Paul Pastorek as to why wasn't the board or the superintendent told of the plans before he announced them publicly?

Mrs. Hardy stated to the parents that it will be left up to them where their children attend and encouraged them to look out for their children. She said parents have the option to send their children to whatever school they wish them to attend. Ms. Phelps clarified that this does not include the magnet schools because of guidelines that must be followed.

Ms. Priest suggested that all these questions posed by the board members and any others be submitted in writing to the superintendent and that these questions be submitted to the SDE with a timeline for a response back to us in writing. Ms. Priest said the board needs answers so it can move forward in plans for running the Caddo district. Ms. Priest also asked that the SDE reply to them regarding the local board's need to go to the public for renewals and do they believe this will go over with them when it is time to renew millages needed to run this district and the fact that we would have to be sending that money to Baton Rouge to control.

Mr. Riall asked Dr. Dawkins if he believes we will be able to work with them on The Caddo Plan? Dr. Dawkins said he is confident that The Caddo Plan is one that will provide meaningful experiences for our children. He said he has not talked to anyone on staff at the SDE who didn't think The Caddo Plan had its merits, so he hopes it is the basis for any MOU we ultimately agree to. Mr. Riall noted the rather intense discussion this evening, but asked everyone to remember that we will "catch more flies with sugar than we will with vinegar".

Mr. Ramsey encouraged everyone that we put on our best professional uniform to negotiate with those at the SDE and he believes many questions and concerns have been shared for the superintendent to take with him when meeting with the SDE. He reiterated the fact that there doesn't appear to be an exit plan and he believes that it is a key component. He said there are dollars tied to everything in the MOU and he asked everyone to remember that as we go through these phases, of which there were four before we got to this point, he wants it made clear that our professional staff has not sat idly and done nothing and he takes offense that some BESE members are alluding to. He said we have implemented plans and attempted to do the right thing and we saw progress, and he doesn't believe the results seen in the RSD are what we have seen. Mr. Ramsey said he is not saying we couldn't have done some things differently, but in moving forward he believes we need to keep in mind the other 60 schools and that each level of academically unacceptable means something. He added he believes we have a good plan on the table and noted he has not seen a plan from the State. He encouraged everyone to move forward and show them that Caddo Parish can do this.

Mrs. Bell asked the superintendent to inquire about our relationship with the Charter schools and a list of those things Caddo would be required to do? She added it is her opinion it is a bailout program and they are using the local school board to bail them out. She said she agrees with Mrs. Hardy that the parents need to understand they have a choice.

Mr. Abrams stated that a lot of the Charter schools that fail are not Charter schools that are providing or getting the benefits the SDE is providing to them and that they are being provided a building and equipment which is different than a Charter coming in and starting from scratch to create their own school. Mrs. Bell said someone needs to check out the number of Charter Schools in New Orleans that have closed and were under the RSD.

Dr. Dawkins thanked everyone for expressing their questions and concerns that will help staff prepare for the meeting in Baton Rouge.

## EXECUTIVE SESSION

**Employee Termination.** Ms. Priest moved, seconded by Mrs. Hardy, to go into executive session for an employee termination for 20 minutes. Vote on the motion carried and the board went into executive session at approximately 6:45 p.m. The board reconvened in open session at approximately 7:10 p.m.

*Mr. Ramsey moved, seconded by Mrs. Hardy, that the CPSB ratify the termination as enacted by the board at its last meeting. Mr. Abrams explained to the board that the reason we are addressing this matter again is the board acted on this at the last meeting and he had not spoken with the employee's attorney Mr. Craig Smith who had requested to be notified, of which he was unaware that it was to take place at the last meeting. Vote on the motion carried with Board member Crawley opposed and Board members Riall, Hardy, Burton, Phelps, Priest, Crawford, Ramsey, Armstrong and Bell supporting the motion. Mrs. May and Mr. Rachal were absent for the vote.*

**Adjournment.** *Mr. Ramsey moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:15 p.m.*

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita Crawford, President

**February 3, 2009**

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 4:40 p.m. on Tuesday, February 3, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Eursla Hardy, Charlotte Crawley, Lola B. May, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Dr. Gerald Dawkins, secretary, and Reginald Abrams, legal counsel. Mr. Burton was absent due to illness and Ms. Phelps was out of town. The prayer and Pledge of Allegiance were led by Board member Lola B. May.

#### **PERSONNEL RECOMMENDATIONS**

*Ms. Priest moved, seconded by Mr. Ramsey, to approve the personnel recommendations as recommended and submitted by the superintendent. Vote on the motion carried with Mrs. May being absent for the vote. The following personnel appointments were approved: (1) Cynthia Jeannsonne, assistant principal, Shreve Island Elementary; and (2) Richard Lary, head coach at Captain Shreve 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.*

#### **RESOLUTION AND PIPELINE RIGHT OF WAY AGREEMENT WITH J-W GATHERING COMPANY**

*Ms. Priest moved, seconded by Mrs. Hardy, to approve the resolution and pipeline right of way agreement with J-W Gathering Company as submitted in the mailout. Mrs. Bell asked for clarification on the location of this right of way and Mr. Abrams responded he believed it is the Carver School property (Section 16). Vote on the motion carried with Mrs. May being absent for the vote.*

#### **ADDITION OF LAW OFFICES OF LYDIA RHODES**

*Ms. Priest moved, seconded by Mrs. Hardy, that Lydia M. Rhodes, Attorney at Law be added to the CPSB approved lawyers list, replacing the former firm Hubley, Marcotte, Rhodes & Hussey based on the same terms and conditions applicable to Hubley, Marcotte, Rhodes & Hussey. Vote on the motion carried with Mrs. May being absent for the vote.*

#### **APPROVAL TO UTILIZE STATE CONTRACT PRICING FOR PBX MAINTENANCE**

*Mrs. Crawley moved, seconded by Mrs. Armstrong, to approve utilization of the state contract for Pricing for PBX Maintenance as recommended by the superintendent and included in the mailout. Vote on the motion carried with Mr. Ramsey abstaining and Mrs. May being absent for the vote.*

#### **CHANGE IN FEBRUARY BOARD MEETING DATE**

*Ms. Priest moved, seconded by Mrs. Hardy, that the February Board meeting date be changed from the 17<sup>th</sup> to the 24<sup>th</sup>.*

*Mrs. May moved, seconded by Mrs. Crawley, that the board meeting be changed from February 17<sup>th</sup> to February 12<sup>th</sup> following the technology work session. Vote on the substitute motion carried with Board members Hardy and Bell opposed and Board members Riall, Crawley, May, Priest, Crawford, Rachal, Ramsey, and Armstrong supporting the motion.*

**Adjournment.** *Ms. Priest moved, seconded by Mrs. Crawley, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 4:53 p.m.*

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita Crawford, President

**February 3, 2009**

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 4:53 p.m., on Tuesday, February 3, 2009 immediately following the CPSB Special Session with President Bonita Crawford presiding and Lillian Priest and Charlotte Crawley present being a quorum. Other school board members present were Steve Riall, Eursla Hardy, 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. The prayer and Pledge of Allegiance were omitted.

Superintendent Dawkins echoed Mrs. May's expressions of sympathy and concern for the family at Linwood and recognized the dedication of Monica Jenkins-Moore who served the district for many years and impacted the lives of many children and adults in Caddo Parish.

#### **UPDATE ON BETHUNE AND OTHER AU SCHOOLS**

Superintendent Dawkins shared with the board an update on Bethune and the other AU schools. He announced that a budget has been established regarding the AU schools and asked Jim Lee, director of finance, to share this with the board, stating that the numbers being presented represent the numbers staff has been working on for the implementation of The Caddo Plan to help improve the eight schools. Mr. Lee shared with the board a proposed first year cost budget for The Caddo Plan highlighting the eight schools, a total cost for each school, and a total cost for the plan. He stated that the biggest cost is incentives, which it is believed is necessary if we are able to attract and hire the personnel needed to help turn these schools around. Other costs included costs for specific programs at each of the eight AU schools, technology to include phasing in laptop computers for the students and teachers, for a total projected first-year cost of \$11.3 million. Mr. Lee explained that the superintendent's goal was to have the proposal as budget neutral as possible and this proposed budget is close to that. The funding sources to be used would be QZAB, Title I; \$5 million in excess sales tax revenue; elimination of existing programs; and less than \$200,000 from the fund balance.

Dr. Dawkins stated that he does not have a recommendation to present to the board today, but will be bringing a recommendation for the board's consideration at the next meeting.

Mr. Ramsey echoed the superintendent's comments and asked everyone to also remember Margie Mazziotti, who worked in the school system for 26 years, and her family.

Mr. Ramsey noted that the QZAB money, the \$3.5 million on the agenda, is a loan and would be recurring funds; and that if we do fund it in this manner, he recommends that we move another \$3.5 million from reserves to make sure we have the money to repay QZAB. Regarding the sales tax growth, it is reported we will be receiving an additional \$5 million and again noted these are recurring funds and these increased sales tax monies are in large part due to a result of the Haynesville Shale impact. He asked if we believe this will continue? Mr. Lee responded that he is only anticipating this for this year and the next, and not beyond that; however, at this time, we are receiving \$1/2 million to \$1 million more a month than was anticipated. Mr. Ramsey again suggested that we may need to reserve funding if it is not there. Mr. Lee added that later on the agenda an item is being presented to move additional funds for this. Mr. Ramsey also noted the job/economy stimulus bill that is working its way through Congress and it appears that Caddo will receive some significant funding for capital projects, Title I and IDEA dollars into 2010; and he is not certain if we will be able use any of these funds, or if that would be considered supplanting, but hopefully, we will be able to work with the State or Federal Departments to determine if we can access any for this. Dr. Dawkins indicated that the preliminary indications are approximately \$20 million for infrastructure and we do believe that some of that could be used. He added it appears the process is moving at a pretty rapid pace and staff is preparing for this possibility. Mr. Ramsey added that typically when these type funds come to us, it may take a while to receive them, but they usually are expected to be spent in a very short timeframe. Thus, he looks forward to seeing some type strategic plan developed on an expedited basis as to how these funds will be spent. Mr. Ramsey said he knows this is subject to change, but feels we need to be aware of our environment and economy and what might be attached to these good things coming our way. Dr. Dawkins noted we have had much success in a lot of areas, so a decision will need to be made as to whether we continue certain programs and

services that have not yielded the results we need on tests and continue with something that is not working, so staff will continue to spend substantial time on this. Mr. Ramsey added he believes we have been guilty of hanging on to programs when they may not be doing what they are intended to do. He asked about the strategy we have going in and at the same time, the need to consider the costs of the needs of our children and he is not opposed to getting into the discussion of closing and consolidating schools and do something different.

Mr. Rachal noted that approximately 72% of the funds are in the incentives and asked if this dollar amount figured with everyone performing at the very highest level? Mr. Lee responded that not all of it, because there is some base incentives for attracting employees to these schools, but a part of it is performance-based incentives. Mr. Rachal asked if the performance-based is figured at the best case scenario? Mr. Lee responded it is. Mr. Rachal asked about the cost of the laptops for the students? Mr. Lee answered that currently the figure is based on \$800 a laptop, but we do believe that can be lower. Mr. Rachal asked if the \$800 includes the software, and noted the budget line of hardware only and the possible hefty software bill that could come with it? Dr. Dawkins explained that this cost will include the software as well as security features for the cameras, etc. Mr. Rachal asked about the security with these laptops: Dr. Dawkins stated that these systems have something similar to a GPS security system that will locate and identify these computers. Joe Brown, director of technology, reported that he has met with a vendor with a very good tracking system; and if a laptop is reported lost or stolen, the next time the computer is turned on, it will transmit a signal that can be traced with a GPS device and reported to authorities. He added this vendor has a 98%+ recovery rate and guarantee if they can't recover the laptop within 60 days, they will give the district \$1,000 to replace it. The fee for this service is \$20 per year per laptop. Mr. Rachal asked about students and the internet security? Mr. Brown explained staff is looking at some technologies that will allow us, for example, if a student uses the laptop anywhere and they access a public internet service, it will force that laptop to route back to Caddo's network where we can control the usage of that particular laptop and keep them under the child information protection so they can only access those appropriate sites which we currently allow within the schools. Mr. Rachal asked about the budget and in looking at possibly getting an additional \$5 million in sales tax revenue? Mr. Lee stated we already have received it. Mr. Rachal asked if we are going to spend an additional \$5 million? Mr. Lee responded that is correct, and Mr. Rachal added that knowing it seems neutral, there is a definitive cost. Mr. Lee said there is, but, it was revenue not budgeted at the beginning of the year.

Mr. Riall asked about the rumors of raising the cap on homestead exemption and how it will affect our budget since we receive a lot from property taxes? Mr. Lee said he would have to work the numbers, but it would definitely affect our budget.

Mrs. Bell asked about the laptops and if they are those the board saw when the vendors presented last fall, because she was very impressed with what they brought forward? Dr. Dawkins said these are similar laptops; however at this time, staff believes we can get a better price as this will be an attractive opportunity for those who do this work.

Mr. Ramsey asked if we will soon be going to digital textbooks? The superintendent explained many publishers are going to digitalized textbooks versus hard back books; and while he doesn't know if in the next five years the hard back books will become obsolete, he knows it is fast moving in that direction. He added that we do plan to digitalize as much as we can with what is available as we do want to be on the cutting edge when that becomes available for our students.

Mrs. Bell asked about the single gender training? Dr. Dawkins explained this is training for staff to work with children in a single gender environment and staff development will be conducted by a medical doctor whose research is based on how boys and girls learn differently. This training will be for the staff/schools that are being affected. Mrs. Bell asked if foreign language is for every school? Dr. Dawkins explained we will begin with these eight schools, but the plan is that in three years every child in the district will be exposed to a foreign language. Mrs. Bell asked for clarification on "administrative coaching" and if these are the coaches we have now? Dr. Dawkins explained that this year extra help has been available for new administrators and the plan is to continue this help. Mrs. Bell asked about the fact that the SDE has supposedly taken two of Caddo's schools and in looking at the Performing Arts Program at Green Oaks, does this mean we will go forth with the program at Green Oaks? Dr. Dawkins responded that is correct.

Mrs. Crawford passed the charge of the meeting to Lillian Priest, 1<sup>st</sup> vice president, at approximately 5:18 p.m.

Dr. Dawkins expressed that the staff has had some informal discussions on the next group of AU schools and a proposal to address these schools also. He said it is very important that we not only address these 8 schools, but that we also catch the others before they move to AU status.

Mr. Rachal asked staff about the hardware being purchased for schools and the direction RSD is going and if it will be considered inventory? Dr. Dawkins responded that everything purchased under The Caddo Plan will be Caddo Parish Public Schools owned and operated. Mr. Rachal said it concerns him that they want our inventory and we were the ones that spent \$1/2 million on computers. Dr. Dawkins assured Mr. Rachal that this is not an issue needing to be resolved.

Mrs. Crawford resumed charge of the meeting at approximately 5:21 p.m.

Dottie Bell asked the superintendent about information on the questions board members had at the last meeting. The superintendent reported he expects a written response to those questions as early as Wednesday.

### **ESTABLISH THE AGENDA FOR THE FEBRUARY 12, 2009 CPSB MEETING**

Superintendent Dawkins highlighted the agenda items being presented for the February 12, 2009 meeting and the following discussion ensued.

Dr. Dawkins announced that Steve Celestine, principal at Caddo Middle Career & Technology Center, will be away on a one-year deployment to Iraq beginning February 14, 2009.

**Bids.** Superintendent Dawkins announced that Item No. 5 “boiler replacement” under bids should be deleted.

Ms. Priest asked about the playground equipment charged to LA4 pre-K grant fund for \$30,000 and at what school sites will this equipment be placed? Jeff Hudson stated he did not recall which schools, but would provide the information.

Mr. Rachal asked about the \$100,000 for the calculators and the \$100,000 for audio visual equipment? Mr. Hudson explained that we do an annual contract to get discounted pricing and schools can purchase throughout the year on an as-needed basis. He said this is publicized to the schools so whenever the schools need to place an order they can shop off the contract and get the discounted price. Mr. Hudson added they know what calculators the schools want from a list of about 10 different calculators and based on what was spent last year, a bid is put out to get the best price for each of the calculators and we spend approximately \$100,000 a year. Mr. Rachal asked if the schools need to begin placing their orders? Mr. Hudson responded they only order these as they need them and pay for them out of their M & S or other funds. Mrs. Bell asked for clarification of the fact that the 8<sup>th</sup> grade LEAP test requires students to have calculators? Mrs. Gunn responded that the 4<sup>th</sup> and 8<sup>th</sup> graders are required to have calculators.

**Proposed 2009-10 School Calendar.** Dr. Dawkins shared with the board a draft copy of a calendar for 2009-10 and encouraged board members to review it and provide their input in writing. He added this calendar meets the state required number of minutes of instruction, the state required testing schedule and the state required summer school remediation for fourth and eighth graders

Mr. Rachal asked the superintendent to provide him with information on when we have to report, what the time windows are, and when we expect test results back so we can make proper decisions.

**Proposed Policy Revisions.** Dr. Dawkins announced that a number of proposed revisions are being brought for the board’s consideration regarding professional staff promotions and noted the revision to remove counselors and coaches from the normal process of approving administrators, as well as the makeup of the interview teams for interviewing principals.

**QZAB.** Mr. Lee explained that a resolution is coming for board approval and the approximately \$1.5 million will be used for the purchase of computers. He explained that these funds must be used in schools that meet certain free and reduced lunch criteria and we will be able to purchase a lot of computers for this amount of money.

**General Fund Budget Revision.** Mr. Rachal pointed out that in looking at the General Fund budget, everyone needs to know we are looking at adjusting up the revenue sources approximately \$30 million, \$13.4 million of which are local. He also asked about the \$2 million reduction in interest income as a result of the lower interest rates. Mr. Rachal asked how much of the local funding we go toward the employees' salaries? Mr. Lee said overall in the General Fund, 85% of the budget is salaries and benefits.

**Transfer of Funds for The Caddo Plan.** Dr. Dawkins explained that this item has been discussed relative to reserving funds and Mr. Lee added that this is where the \$5 million in excess sales tax revenue will be moved for reserves.

## **ADDITIONS**

Superintendent Dawkins also asked that an item be added to the agenda "GASB Trust Attorney". Mr. Abrams reported that Mr. Lee contacted DeSoto Parish concerning an attorney working on a trust for DeSoto Parish; and since none of the attorneys for Caddo have the expertise in this area, and they are looking to add Daryl Medlin who has submitted a proposal. Mr. Abrams said he will submit this to the board with a recommendation prior to the meeting on the 12<sup>th</sup>.

Mr. Rachal asked about the requirements for free and reduced lunch? Mr. Lee stated that he is unsure and will be glad to provide the requested information.

Mrs. Hardy asked about the \$5,000 allocated in the budget for the Theater of the Performing Arts and why this amount is not allocated to them at the beginning of each school year, but they must spend the money and submit an invoice? Mr. Lee explained that everyone is treated the same way and as soon as they provide receipts, they are reimbursed in a timely manner.

## **SUPERINTENDENT'S REPORT**

**SES Program.** Dr. Dawkins announced that a written report was provided on the SES Program utilization.

**Mid-term Exams.** The superintendent explained he believes the scheduling of mid-term exams will be addressed under the calendar item and he has spoken to Mr. Rachal about his concerns.

## **CONFIRM THE AGENDA AND CONSENT AGENDA**

Mrs. Crawford recommended Items 7, 8, 9.01-9.03, 9.06 and 9.11-9.13 as the consent agenda. *Ms. Priest moved, seconded by Mrs. Crawley, to approve the proposed agenda and consent agenda for the February 12, 2009 CPSB meeting as presented. Vote on the motion carried unanimously.*

## **ANNOUNCEMENTS AND REQUESTS**

Mrs. Crawford asked the superintendent how much money did we move from the budget into a reserve account for technology update. Dr. Dawkins explained we have not moved anything this year, but last year, some was moved, and we will make a recommendation. Mr. Lee explained that last year the board approved moving \$1 million and this year another \$750,000 for a current total of \$1,750,000.

Mrs. Crawford requested that the superintendent check into the new library at A. C. Steere as she was told that we will not be wiring the brand new library to accommodate computers and they are not being given the funds to place the computers in their library and to get the wiring done. Mrs. Crawford indicated she has a problem when we build a state-of-the art library and if we are going to be World Class, we need to have the building "World Class". Dr. Dawkins indicated he has the same problem and will follow up on this matter.

Mr. Rachal asked about the number of students from the 10 schools we are addressing and how many students were lost to the magnet schools and the affect it had on neighborhood schools.

Ms. Priest asked the superintendent to look at developing an alternative curriculum for neighborhood schools that addresses the drop-out rate and work force development preparation. She said this is for those students who cannot attend the neighborhood school or a magnet school based on their GPA and/or behavior problems. She added each year we lose students who may not be on a college track and she would like for the board to look at this for the 09-10 school year.

Ms. Priest announced that one of Caddo's employees was affected by the fire early this morning in the Greenwood Apartments and she encouraged everyone to remember this family.

Mrs. Bell asked about calls regarding the middle school students in Linear and Linwood Middle School districts and where they will attend with the SDE taking over these two schools? Dr. Dawkins indicated those plans are still being developed and he will share them with the board as soon as they are finalized.

Mrs. Armstrong asked that the superintendent look at setting aside funds in the upcoming budget for a multi-purpose room at Summerfield and to begin planning for a reconfigured infrastructure for the auditorium and cafeteria expansion at Walnut Hill. She said these two schools are rapidly growing and the infrastructure is not meeting the needs of the students in those two schools.

**Adjourn.** *Ms. Priest moved, seconded by Mrs. Crawley, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:53 p.m.*



**February 12, 2009**

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, February 12, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Eursla Hardy, Willie Burton, Charlotte Crawley, Lola B. May (arrived at approximately 5:53 p.m.), Tammy Phelps (arrived at approximately 4:46), Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong (arrived at approximately 4:46), and Dottie Bell. Also present were Superintendent Gerald Dawkins and Legal Counsel Reginald Abrams. Mr. Riall led the prayer and Pledge of Allegiance.

**CONSIDERATION OF MINUTES OF THE JANUARY 20, 2009, JANUARY 26, 2009 AND FEBRUARY 3, 2009 CPSB Meetings**

*Ms. Priest moved, seconded by Mr. Burton, to approve the minutes of the January 20, 2009, January 26, 2009 and February 3, 2009 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 and approval. President Crawford announced that Items 7, 8.01, 9.01, 9.06, 9.09-9.11, 9.15, 9.17, and 9.18 are the consent agenda items. Mrs. Crawford also announced that Item 9.07 "Revisions to CPSB Policy BDD – Board Meeting Procedures" is pulled and 9.14 "Technology Recommendation" is postponed.

*Mr. Burton moved, seconded by Mrs. Hardy, to suspend the rules to add an item on The Caddo Plan Implementation. President Crawford asked if anyone in the audience wished to make any comments regarding the implementation of The Caddo Plan and there were none. Vote on the motion to suspend the rules and add The Caddo Plan Implementation carried unanimously.*

**PRESENTATIONS AND RECOGNITIONS**

Burnadine Moss Anderson, executive assistant to the superintendent/communications, on behalf of the CPSB and staff, presented 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 Science Olympiad Team.** The following Judson students (now 6<sup>th</sup> graders) were recognized for placing 2<sup>nd</sup> in the International Science League Competition as both 4<sup>th</sup> and 5<sup>th</sup> graders and 1<sup>st</sup> place in the state both years: Grant Ingram, Genhwa Wang, Terrence Thompson, Jaylin Goree, Tyler Persley, Christian Jackson, Anjerica Lensey, Jordan King, Don Cook, Chelsea Hines and Nathaniel Lester. The following 4<sup>th</sup> graders (now 5<sup>th</sup> graders) placed 5<sup>th</sup> in the International Science League Competition and placed 1<sup>st</sup> in the state of Louisiana: Traci Pardue, Irene Elendu, Arielle Miles, and Asia Williams. David Larmar is the teacher and sponsor.

**2008 Northwest Louisiana Society of Human Resources Management Excellence Award.**

Dr. Mary Nash-Robinson, assistant superintendent for human resources, and Cleveland White, director of classified personnel, and Jan Holliday, director of certified personnel, represented the Human Resources Division of the CPSB in receiving the 2008 Northwest Louisiana Society of Human Resources Management Excellence Award in the category of competitive workforce. Mrs. Anderson stated they were recognized for their effective school-to-work programs and partnerships, development of long-range programs to draw on the expertise of retirees, the institution of employee development programs and training to enhance our employees' skills.

Mrs. Bell expressed congratulations to all recognized and that she believes the newspaper should have this on the front page of the paper.

Mrs. Hardy stated as the representative of District 2, which includes the Martin Luther King Jr. area, and with the news report of picketing at the Newton Smith Elementary campus, she wants to clarify that the reason for which it was stated this picketing was taking place was in error and that Newton Smith has exemplary leadership. Mrs. Hardy said the new principal at Newton

Smith is doing everything within her power to follow the guidelines of the Caddo Parish School System, and she observed on Wednesday what a model school it is. Mrs. Hardy stated the children are being taught at Newton Smith, and if employees do not wish to accept their responsibilities, they need to move on and allow someone to take their place so a quality education is provided to all boys and girls.

## VISITORS

Irma Rogers, president of the Martin Luther King Development Corporation, stated that she addressed the board a couple of weeks ago regarding the community's concerns about Linear MS and Green Oaks HS. Mrs. Rogers indicated she met with the principal, PTA president, vice president and others about their concerns and announced they have a petition for presentation to the CPSB of approximately 300 names expressing opposition to the state's takeover of Linear Middle School. She said the petition also requests that the CPSB take an alternative measure, including legal action if necessary, which may preclude the state from taking this school.

Michael McCafferty, faculty member at Fair Park High School, addressed the board on the announcement of the state takeover of some of Caddo schools and his experience as a teacher in New Orleans for 27 years when, in 2003, the state took over the first three schools, and he witnessed firsthand the unfortunate repercussions on these schools with the label of the "new Recovery District schools". Mr. McCafferty stated he wishes to make the board aware of what might happen to schools in Caddo Parish that will be directly affected by the state takeover of Linwood and Linear. He explained the state did not come in and teach the same population of students at these schools with their proposed new and better methods; however the agency that took over the school adjacent to where he taught came in and entirely changed the school's population by various devious methods, i.e. bogus expulsions, and at the end of the first year, they took credit for improving a school which was made up of a totally new and different population than was at the school when they took it over. Mr. McCafferty shared with the board that parents who were unwilling to cooperate with the new schools in the RSD and their rules, were dismissed and sent back to neighboring schools, and when the test scores were revealed at the end of the first year, the headlines in the newspaper indicated the state had done something that Orleans Parish could not, with the public not knowing this was not the same school. Mr. McCafferty said he only wants the board to be aware of what has happened in prior state takeovers so that these things are not repeated.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on the needs and concerns of the Federation. Mrs. Lansdale said there is nothing more important to the success or failure in the classroom than the quality of the teacher providing instruction; however, it is also the teacher that is first to be blamed when a school is deemed unsuccessful. She shared with the board the recent editorial in *The Times* and how teachers were offended by the unfairness and shallowness of the article, because many times teachers have been hampered from doing what they know works, i.e. no mention of the impact of the dysfunctional high-stakes testing or the ever-increasing layers of local and state programs and procedures, the lack of funding from the board and the assignment of weak site-based administrators approved by the board. She noted that teachers had no input in these decision by the board and the state and if they had been asked, they would have shared what they know works. She said despite this, the teachers continue to go to work and do all they can by implementing the programs from the local board and the state, as well as many classrooms administering three sets of disciplinary rules simultaneously, i.e. state and parish disciplinary laws, IDEA, and schoolwide positive behavior. Mrs. Lansdale also noted the teachers from Bethune that are telling her about having to pay from their own pockets for items such as copy paper. She added it has become perfectly clear that the state plans to take our schools, so we cannot afford to stand back and remain silent while this onslaught continues. Mrs. Lansdale reiterated they will not allow horrendous discipline decision making to disrupt the classroom and will continue to act even if it means going to the courthouse for resolution. She also stated they will no longer sit back and allow the board to place administrators that lack the appropriate managerial skills in the schools where they offend and run off every good teacher until there is a school in decline. She said they will no longer allow programs forced upon them that are only for the edification of the administrators because it has nothing to do with teaching and results. Mrs. Lansdale said if we are to save our schools, they have no choice but to continue to bring these situations to the board's attention. She said they will also continue to monitor the failure by the Caddo Parish School Board's certified personnel department in following policies and

procedures. Beginning in the month of March, she announced the CFT/SP will, from 4:00-5:00 p.m. on Tuesday, Wednesday and Thursday afternoon, provide one on one research-backed professional development, free to all teachers, members and non-members. Mrs. Lansdale stated they also look forward to continue working with the new central office leadership in the scheduled monthly labor management meetings and that committee's recommendations being brought to the board prior to the upcoming budget discussions. She closed her comments by saying we do many good things right, and we should celebrate those successes at every opportunity, but there are areas where we are not making it, and those are the areas where we are vulnerable to state takeover and she hopes we can stop this.

Tanya Wilkes, parent, expressed her concern that the school bus is not picking up her son at a regular time. She noted the many times her son has missed the bus because the bus came at a different time, the bus taking him to the wrong school, the bus being late and her son not arriving in time to catch the bus to the Caddo Career & Technology Center, etc. She asked that the board address this issue by possibly analyzing our current bus system.

Ollisa Johnson, employee at Newton Smith Elementary, addressed the board on the Newton Smith administrative staff and her concern over Mrs. Hardy's statement that if they don't want to work there, they need to move on. She said there are 20 job sites open and not filled since August, and noted the lack of support from her as the District 2 representative. She said they have only seen Mrs. Hardy at the beginning of the school year and she does not answer phone calls or emails, so she doesn't believe it's the teachers that need to move on, but maybe her.

Barbara Burney, Huntington High School, addressed the board in support of renaming the library at Huntington High School for Mr. Joseph E. Odom, its first principal. Mrs. Burney stated that Mr. Odom was very instrumental in establishing Huntington High School and highlighted his many accomplishments at Huntington. She encouraged the board to support honoring Mr. Odom in the naming of the library at Huntington High School for him.

## **CONFIRM THE CONSENT AGENDA**

*Mr. Burton moved, seconded by Mrs. Hardy, to confirm the consent agenda (7, 8, 9.01, 9.06, 9.09-9.11, 9.15, 9.17, 9.18). 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 board approved the following personnel recommendation as recommended by the superintendent and included in the mailout: (1) Cassandra S. Johnson, counselor at Central Elementary. This appointment will receive the appropriate salary as reflected by the CPSB Salary Schedule applicable to the position to which they are appointed.

Superintendent Dawkins also introduced Cynthia Jeannsonne, new assistant principal at Shreve Island Elementary School, and Richard Lary, new head coach at Captain Shreve High School.

**7.02 Requests for Leaves.** The board approved the following requests for leaves as submitted in the mailout.

#### **CERTIFIED**

Leave Without Pay, January 20, 2009 – January 31, 2010

Kayla Mack, Teacher, Atkins Elementary, 3.5 years

Sabbatical Leave (Medical), Spring Semester

Fred Johnson, Teacher, Westwood Elementary, 21 years

#### **CLASSIFIED**

Leave Without Pay, January 20, 2009 – January 27, 2009

Ann Myles, Food Tech, EBW Stoner Hill Elementary, 8 years

Leave Without Pay, January 5, 2009 – January 9, 2009

Jeanine A. Aiello, School Nurse, Special Education Dept., 1 year

Catastrophic Leave, January 8, 2009 – February 23, 2009

Gloria Small, Bus Driver, Summerfield Elementary, 14 years

**7.03 Other Personnel Transactions Reports.** The board approved the other personnel transaction reports for the period of December 20, 2008 – January 23, 2009 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 submitted in the mailout on the bid tabulation sheets: (1) Wray Ford, Inc., totaling \$34,490 for a Step Van Truck; (2) Aves Audio Visual Systems, Inc., at \$1,564.58 for Audio Visual Equipment for All Schools; (3) Jason A. Inman dba Inman Quests, at \$725.05 for Calculators; and (4) Kincade Recreation, LLC, totaling \$39,881.36 for Playground Equipment.

### **Agenda Item No. 9**

**9.01 Annual Independent Audit Contract.** The board approved the proposal of Allen, Green & Williamson, LLP for the annual independent audit as submitted on the bid tabulation sheet.

**9.06 Resolution for Family of Caddo Students Who Pass Away.** The board approved the proposed policy for presenting a resolution to the family of a former Caddo Parish School student who died while enrolled in and attending a Caddo Parish school.

**9.09 Qualified Zone Academy Bond (QZAB) Program.** The board approved the resolution in order to obtain \$3.5 million in Qualified Zone Academy Bond funds as presented in the mailout.

**9.10 Revision of 2008-09 General Fund Budget.** The board approved the revised 2008-09 General Fund budget as submitted in the mailout.

**9.11 Transfer Funds to Reserve for The Caddo Plan.** The board approved the transfer of \$5 million from the General Fund into a new reserve fund for The Caddo Plan.

**9.15 The New Jerusalem House of Prayer Request.** The board approved the request of The New Jerusalem House of Prayer for a long-term lease of a classroom at Caddo Career & Technology Center as submitted in the mailout.

**9.17 JAG (Jobs for America's Graduates) Specialist Job Description.** The board approved the job description for the JAG (Jobs for America's Graduates) Specialist as recommended by the superintendent and included in the mailout.

**9.18 Administrative Job Descriptions – Superintendent's Target Schools.** The board approved the administrative job descriptions for the superintendent's target schools as submitted by the superintendent in the mailout.

## **IMPLEMENTATION OF THE CADDO PLAN**

*Ms. Priest moved, seconded by Mrs. Bell, to begin the process for the implementation of The Caddo Plan as described by Superintendent Dawkins in the material submitted.* Ms. Priest stated the board has been going through this process with the Superintendent since the latter part of 2008 to put together The Caddo Plan for all Caddo's schools in school improvement. She said she believes the board has had opportunities to look at the various themes, presentations to the community, and this is a great opportunity to turn our schools around. She added she believes this plan is one that is great and can make a difference, and it's time to put this in action. Mrs. Bell echoed Ms. Priest's comments and that ever since she has been on the board, there has been discussion on the need for change. We now have a change, and it's time to get serious about our schools. She encouraged the board to support the motion. Mrs. Crawley expressed her support of the superintendent's plan and encouraged those in the communities to take ownership of The Caddo Plan as it shows the wide variety of experiences the superintendent has brought to Caddo. She asked staff and employees not directly affected by this to open their arms to those who have been affected. She said it's not a reflection of their jobs and she referenced the book, *Outliers The Story of Success*, which states it's not the staffs at the school that are messing it up. Mrs. Crawley also asked Mr. Abrams to address implementing plans when the state is giving conflicting statements and she doesn't want to be doing for other school districts besides Caddo.

Mr. Abrams explained he spoke with the superintendent and Dr. Sheffield from the Recovery School District and she advised that in no uncertain terms the draft minutes presented by BESE were in error and did not reflect the actual motion passed. He said at this time all he can go by is her word and that they reviewed the tapes and the minutes to confirm that only two schools will be in the RSD and the remaining eight schools will be in Caddo Public Schools with an MOU. He added he was told this will be corrected when BESE meets and will reflect that Caddo will retain the other eight schools with an MOU.

Mr. Abrams also commented that in order to spend money, the schools in the RSD will be funded by the sources in the Constitution, i.e. funds from MFP dollars associated with the number of schools in the RSD as well as our local funds. He said these funds will be allocated directly to those schools along with all the rules, and he doesn't believe Caddo can put its funds into the RSD; and it will be important that the correct motion comes out, because all of Caddo's funds will be spent on Caddo Parish Public Schools. He said it will need to be made clear that anything we do will be contingent upon the schools remaining in Caddo. Mrs. Crawley stated her only hesitation in feeling comfortable with this is because of statements by BESE members that the motion would say all 10 schools will go into the RSD and the fact that the motion made was not the one intended.

Dr. Dawkins explained that The Caddo Plan he and staff have worked on since his arrival in Caddo Parish is only the tip of the sphere, because there are still 65 additional schools we must attend to and this effort is the first step in redirecting the district. Dr. Dawkins stated that the board asked him in his goals to look at the funding for the next five years, the strategic plan of our district, to improve communications and the marketing of our district, and shared the following statement: *"In order to begin implementation of The Caddo Plan, it is necessary that all positions at all 10 AU schools be vacated effective at the end of the school year. We intend to immediately post positions at the schools that remain under our control in accordance with the requirements of The Caddo Plan. Employees are encouraged to apply for open positions throughout the district. Every effort will be made to place all employees that may be displaced from the AU sites without utilizing the reduction in force policy. Accordingly, we intend to free up positions by attrition and not rehiring some current temporary employees. It is expected that staffing at all schools will be modified in some manner as a result of the realignment of administrators and staff. If we are unable to free up enough positions throughout this process, we would have no choice but to resort to reduction in force policy. At this time, we believe we will be able to place all displaced employees without utilizing this policy and I recommend to the board as presented."*

Mr. Rachal asked the superintendent if in dealing with the schools under the plan, we are planning on aggressively recruiting the students from Linwood and Linear? The superintendent responded the middle school students in those areas will be offered a middle school experience. Mr. Rachal asked if the states take control of the 8 schools, are we going to do the same thing with those students? The superintendent responded yes. Mr. Rachal asked Attorney Abrams to explain what is going on with the funding, especially with local revenues, and if the Attorney General has been contacted for a determination, and is that something that should be done? Mr. Abrams responded that he has not, and he does not think so at this point; because the statute is very clear and the Constitution is very clear on what the law is. An Attorney General's opinion will be only that and any court will tell you that and we will still have to comply with the law. Mr. Rachal stated that Dr. Dawkins came in at a very difficult time and had a lot dropped into his lap and has had to jump many hurdles, of which he has made it over them. He expressed his appreciation for the efforts, energy and fighting the superintendent has done for the children in Caddo Parish and to work diligently with the staff to come up with The Caddo Plan. Mr. Rachal said he believes this plan is a wonderful plan and thanked the superintendent for continuing to address the board over and over to get input from the board and the communities. Mr. Rachal stated he believes our teachers can be more successful if the state does not force teachers and administrators to spend more and more time on cumbersome paperwork and less time teaching. He said he doesn't believe unfunded mandates should be presented to the board, nor does he understand how the state can tell us how to manage our funds when the state has many troubles with their own. Mr. Rachal said the state is making major cuts and bleeding while this district has reserves. He noted that the state says they are giving boards opportunity, but they continue to require more and more and when the SPS scores are raised, he wonders what will happen then. Mr. Rachal said if the state's plan is to provide education from the state level, i.e., bigger government, then they are well on their way of succeeding. He added if the goal is to see who

can have the biggest government, he asks how successful has bigger government been? Mr. Rachal stated he has questioned facility usage and has given to the board many supporting documentations of the changing demographics and that we should consolidate, close and build schools so we can provide the best education. He added low population and escaping to attend another school, close or consolidate is what the community is saying, and he believes the time for this has been upon us for years. Mr. Rachal stated the board has not acted and there are some in these areas that are declining and are very concerned and vocal about the schools in their area. He said he believes because of the inactions of the current board, of which he is a part of, he said the state is planning on making the “village” as large as it can by taking our facilities, and they could be doing this so the board does take the necessary actions to close, consolidate and build or maybe they have better results, but there is no evidence. Mr. Rachal said the legislators and some of the locals do have some things in common – they stress how important education is with words that their actions do not support and education has always been important during elections, and a tool to manipulate the voters. Mr. Rachal said that the state legislators believe that funding education is so important it is funded out of the General Fund but when there is an economic problem, they quickly cut the funding for education. Mr. Rachal said he believes it would be totally funded if they believe it to be so important; however, the way it is, they can use our own tax dollars to buy our votes and this he believes is a shame. In summary, Mr. Rachal said we need to be consolidating and closing some of our facilities. He stated he believes the plan presented by the superintendent is a wonderful plan, and he wishes there had been an opportunity to thoroughly go through and do what needs to be done with our facilities and stated his support of The Caddo Plan.

Ms. Phelps asked Dr. Dawkins if we are still waiting on something in writing from BESE because she feels little peace in what they are saying? She asked if we are being asked to approve the plan; but will wait for confirmation that the other eight schools are not in the RSD? Dr. Dawkins explained that what he and Mr. Abrams heard from Dr. Sheffield this morning was that BESE is making a correction to the minutes and these will be coming to us. Mr. Abrams stated his understanding is the motion passed only put two schools (Linwood and Linear) in the Recovery School District, and the other schools are with Caddo Parish and operated under an MOU. He further stated that is not the motion we have seen, but we have been told they have reviewed the tapes and that was the effect of the motion. He said the answer is we would have no authority to spend dollars on someone else’s schools, so if it is not fixed, we will not be able to spend funds on their schools. Ms. Phelps said that is what she is asking and will we wait and that his motion is contingent upon... Mr. Abrams stated it is not a wait motion, but the motion presented to the board is a motion to vacate those schools and what is in front of the board is different than spending dollars, etc. Ms. Phelps asked if this is only to vacate the schools and we will revisit the plan and budget costs? Dr. Dawkins said that is correct. Ms. Phelps again stated it appears the superintendent would be going out and stating something different than what the minutes say, and Dr. Sheffield and Mr. Vallas do not have the right to say something different from the minutes, so if there is a need to rescind the vote, they should do so. Mr. Abrams clarified that what we have seen is the “unofficial” minutes which is similar to Caddo and cited the example of this board just approving the minutes from the previous meetings. He said this has to be a part of the process and it must be corrected.

Ms. Phelps asked the board attorney about the local district’s responsibility and if we are waiting on clarification on the difference in what they say is state law and the state law says something different? She said it appears they are saying what the law says we will have to do and we are of the mindset that we will not and we cannot. Mr. Abrams explained that the way the MOU was written is as if the RSD is contracting with us in order to do certain things with our schools. He further stated that legally we can do what they are talking about doing, to a certain degree if we agree, and if they are our Caddo Parish schools; however, if they are not, we can’t do it and will not be doing it. Ms. Phelps asked if we have come to an agreement regarding the MOUs? Dr. Dawkins said we are just beginning the process of working on the MOUs, most of which is instructional at this time.

Mr. Ramsey stated he believes it would look very foolish for the board not to support The Caddo Plan. He stated to the superintendent that he still has concerns about filling jobs in the fields of expertise that we have had problems filling in the past, i.e. reading specialist, etc. He stated his appreciation on what the superintendent has done. *Vote on the motion carried unanimously.*

## BUDGET FOR THE CADDO PLAN

*Mrs. Armstrong moved, seconded by Mrs. Hardy, to approve the proposed budget for The Caddo Plan as submitted by the superintendent.* Mrs. Armstrong stated the need to look carefully at the plan, and in studying it, everyone knows it will take money to support it and encouraged the board to support it. Mrs. Hardy shared her support of the motion on the floor.

Ms. Priest offered a friendly amendment that we move to approve the proposed budget for The Caddo Plan contingent upon the eight schools remaining in Caddo with an MOU. Mrs. Armstrong said she will agree to support this if it is in agreement with Mr. Abrams.

Mr. Rachal stated he believes in looking at the dollar amounts and the eight schools involved in this, as there are 4,139 students currently attending these schools. He further added if the schools go under state control, he would like to see the local district pursue every one of these children and give them a better education locally; and if we do get these students, he believes this is an indication these are eight schools we do not even need at this time. He stated we are allocating \$11,269,880 to the students in these schools and he believes we are still in the same place we were several years ago. He said he doesn't believe money is the answer, but the issue needs to be addressed by closing, consolidating and building schools where they need to be built.

Ms. Phelps stated she understands the bonus incentive is for the first year? Dr. Dawkins said the budget presented is for the first year. Ms. Phelps stated that she believes 9.18 is a part of this discussion and can be on consent and she will be getting with the superintendent to make sure there is some type of evaluation, thus more accountability for community input and answers to the question as to why are certain administrators still there when the schools are in this shape.

Mr. Ramsey expressed appreciation for the superintendent's comments about the other 65 schools needing to be addressed while we are attempting to address the needs of the AU schools. He said he has heard concerns expressed about adding positions at a lot of schools over the past couple of years, i.e. 9<sup>th</sup> grade academies at Huntington and Southwood. He said he hopes the budget impact of this will not affect the positions added at these schools for these programs. Mr. Ramsey said as these students move from their neighborhood school to attend another school, none of the resources have ever followed them, so while we have our "eyes on the 8 ball", we need to remain cautious of what is happening at the other eight schools, because as the bar is raised, we could be in a lot of trouble. Dr. Dawkins thanked Mr. Ramsey for his comments, and assured him that he and staff are looking at every position at these eight schools. He said we have been doing some things and have not received the results we need, so he will be looking at positions and programs to determine how effective they might be. The superintendent again clearly stated that for those operations or programs that are not working, we will be looking very closely at them. Mr. Ramsey added the board has addressed classroom size over the years and we are still woefully over-crowded in the middle and high school classrooms. He said even though we have added facilities and programs, we are still understaffed if we are to get to the right size classroom while understanding the budget aspect. Dr. Dawkins agreed with Board member Ramsey and that we are going to talk about how we can become more efficient, i.e. technology need plans, and do some things differently.

Mrs. May arrived at approximately 5:53 p.m.

Mrs. Bell stated she continues to talk about change, and change costs money and shared her experience while at Hollywood Middle School (Caddo Middle Career & Technology Center) where there were changes implemented and how by changing the school's image, not the students, this site (program) gained 25 points in their scores.

Mrs. Hardy stated her agreement with Mrs. Bell's comments and for progressive education. She stated Dr. Dawkins needs to be allowed the opportunity to work out The Plan for the children. Mrs. Hardy said a statement was made by her earlier in the meeting and this was not a true statement, as she wants a quality education for all schools and students. She asked the board to give Dr. Dawkins an opportunity to implement this change. *Vote on the motion carried unanimously.*

## **PROPOSED LOCALLY INITIATED ELECTIVE FOR 2008-09**

*Mr. Rachal moved, seconded by Mr. Ramsey, to approve the request from Captain Shreve High School to add an English III Gifted AP class for enriched credit.* Mr. Rachal stated it is nice to see the expansion and new classes added. Mrs. Crawford stated there seemed to be some question as to whether or not this item was removed from the agenda and not just off consent. Dr. Dawkins explained several board members requested additional information and he will be glad to bring that information. Ms. Phelps asked that this one be removed because she has questions. Mr. Rachal asked if some additional work needed to be done on this item. The superintendent responded the need to get some board members' questions answered and he will do so as quickly as possible. Mr. Abrams explained that the board president did not understand the item was to be pulled from the agenda, and not just from consent; therefore the original motion passed removed it from consent. He further explained the board now has a motion on the floor and unless the maker of the motion and the second agree to withdraw this motion, it is a motion on the table for action. Mr. Ramsey, as the second, recommended the motion not be to postpone, but that it be postponed until the next meeting, and with that agreement, withdrew the second, but asked for an explanation.

*Mr. Rachal moved, seconded by Ms. Phelps, to postpone this item until the next meeting. Vote on the motion carried unanimously.*

## **PROPOSED LOCALLY INITIATED ELECTIVES FOR SY2009-10**

President Crawford announced that this item is postponed until the next meeting.

## **PROPOSED 2009-10 SCHOOL CALENDAR**

*Mrs. Bell moved, seconded by Mrs. Hardy, to approve the proposed 2009-10 school calendar as submitted.* Mrs. Bell stated this is a good calendar and encouraged the board to support the proposed calendar as presented.

Ms. Phelps asked if only one calendar was submitted? The superintendent said this is the only calendar submitted. Ms. Phelps stated she does not agree with the calendar presented, because of the concern expressed this year with the children testing after Christmas break. Dr. Dawkins explained the first semester allows for 88 days and the second semester allows for 90 days. He said adjustments could be made to start earlier or end later, or to cut out something in the middle. Ms. Phelps said she came prepared to review several calendars and did not expect to vote on the calendar today; and unless staff comes up with something else, she doesn't believe we heard the community and their concerns as to how the calendar fell and their request for Christmas break to be the end of the first semester. She asked if any changes can be made at this point? Dr. Dawkins stated from his own experience, the semester has ended in January, and if he has misinterpreted anything, he will gladly go back and look at it. The superintendent explained that this calendar with the proposed start date, and the fact that there is a week at Thanksgiving and two weeks at Christmas, and a week at Spring Break, and the desire to be out of school before June, is one staff believes to be the best option. He added if it is the board's pleasure, staff can look at the calendar again. Ms. Phelps commented for the record, this would be her pleasure and asked everyone to remember the phone calls and concerns received and that it simply makes sense to stop at a given time – the Christmas break. She stated to the superintendent that maybe staff did not express to him the concerns shared with board members; and she, in wanting to be a listening ear to the parents, does not believe this was done with this calendar.

Mr. Rachal asked when does the calendar have to be turned in? Mrs. Gunn responded that the board policy states February and staff turns it in to the state following board approval. Dr. Dawkins asked if there is typically any slack on the time? Mrs. Gunn stated that the state usually allows for some leniency if we need it. Mr. Rachal asked if we have a policy stating this, and if the state is lenient on this, where does this put us? Mr. Abrams responded that the board can decide what it wants to do; however, he did not observe anyone commenting on the calendar tonight. Mr. Rachal said colleges and universities do not return from Christmas and take finals and he personally does not like ending the semester after Christmas and highlighted concern from a parent and the preparation a student had to do over the Christmas break. He asked if there are any results in taking the exams before or after Christmas? Mrs. Crawford explained that



when this discussion first came up, she asked Mrs. Tyler to share with her a sampling of students' grades from four high schools taking the test before and after Christmas and there was no dramatic difference in the scores, and actually the scores were better after Christmas. Mr. Rachal said he doesn't believe there has been a lot of time to look over the calendar and he doesn't like the semester ending after Christmas, and asked the superintendent about his experiences. Dr. Dawkins stated that Caddo does begin early, as Michigan starts after Labor Day, takes mid-term exams after Christmas break and only receives 2 days for Thanksgiving, with school ending the first part of June. He stated that if the board is open to changing all of this, staff can bring back a calendar that addresses all these concerns, but he cautioned the board about any calendar that will cut back on the amount of time teachers are in front of students; and that if he brings them back options to be aware that Thanksgiving, Christmas, and Spring Break will not look the same anymore and school may not end prior to May 31<sup>st</sup>.

*Mr. Rachal moved, seconded by Ms. Phelps, to postpone until March giving the superintendent an opportunity to bring additional options.* Mr. Rachal stated the board owes it to the superintendent to bring his experience and thoughts to the board on this matter. Ms. Phelps asked the superintendent if staff has been working on this and the board is just now getting this one option, because staff knows they normally provide the board with more than one option? Superintendent Dawkins stated that when he talked to the staff about the calendar, it has been his experience to bring a calendar to the school board, and he is amazed the staff has brought four or five options, that the semester ends before Christmas, as well as there being a week off at Thanksgiving. He said staff provided him what he asked and he brought a calendar to the board based on his experiences. Ms. Phelps said the climate of the board is she expected more than one calendar, because this is an issue with parents, thus, she would like to see an additional option. Dr. Dawkins stated staff can bring a couple of additional options.

Mrs. Bell said she was so impressed with this calendar because it took several months last year to make a decision. She said this calendar was talked about in the work session, no parents said anything and she only received one letter from someone who could not go on a ski trip. Mrs. Bell reminded the board of the same discussion last year and the board changed it, as did Bossier. She stated her recollection that Caddo has always tested after Christmas, and she does not support the substitute motion. She encouraged the board to support the original motion.

Mrs. Hardy stated her agreement with District 12's comments and we have those who have worked on the calendar and brought a recommendation to the board for approval and encouraged board members that do not like the calendar to vote against it. She reminded the board that we have staff with the expertise to develop a calendar and we should vote on the calendar that has been presented and not make it a problem.

Mrs. Crawley told the superintendent that this is probably one of the most emotional votes the board takes. She stated in January she asked staff to look at the possibility of starting high school a week earlier than the elementary students and she did not receive any feedback on the impact of starting high school a week earlier. Mrs. Crawley did say after visiting with the superintendent, she does support the calendar presented over starting everyone a week earlier. Mrs. Crawley stated that the Thanksgiving, Christmas and Spring breaks are fairly sacred and she doesn't believe it will hurt to test after Christmas, but maybe the teachers should not give the students study guides as it seems to stress the students out over the holidays.

Dr. Dawkins expressed his appreciation for the comments as he did not receive any over the past week and if board members wished to know the parameters of starting a week earlier, he can make that a part of the equation.

Mr. Riall stated that he too received numerous calls from his area wanting to test before Christmas. Mr. Ramsey stated that living in an area with a 4 x 4 school, the consensus is to take the test before Christmas, and he asked Dr. Dawkins to look at the humor in this because we have had a calendar that broke at Christmas and when staff would bring a calendar the next year doing the same thing (mid term break at Christmas), the board ambushed them and it has become a back and forth issue. Mr. Ramsey said if the superintendent is trying to address any one group of parents or any one board member, he considers it *mission impossible*, and he believes the duty of preparing the calendar should be left to the superintendent and the staff with input from the schools, including teachers, principals, etc.

Dr. Dawkins, for clarification, stated he believes the basis for any calendar plan is to have close to 90 days per semester per child, of teachers in front of the children for classroom instruction, and this is where he starts and not with the breaks.

Mrs. Crawford stated that last year the board voted on a calendar very similar to the one being proposed and it was a compromise with the whole board being in agreement. Now the staff is bringing back almost the same calendar. Mrs. Crawford noted that she has received calls both ways and everyone always wants to start after Labor Day, end the first semester by Christmas, and end school by May 31<sup>st</sup> which is not possible if we keep two weeks at Christmas, one week at Thanksgiving, and one week at Spring Break.

Mr. Rachal stated the board hired a great superintendent and he believes the board needs to postpone and give him a chance to do what he said he can do and at least present another option.

Ms. Priest stated a school calendar should be based on and centered round academics and not camps, vacations, holidays, etc. She said we are here to educate the boys and girls; and in fact, it may be better if we had year-round schools. Ms. Priest asked board members to remember we are talking about the children and face time with the teacher.

*Mrs. May moved, seconded by Mrs. Hardy, to call for the question. Vote on the motion to end debate carried.*

*Vote on the substitute motion to postpone failed with Board members Riall, Phelps and Rachal supporting the motion and Board members Hardy, Crawley, May, Priest, Crawford, Ramsey, Armstrong and Bell opposed.*

*Vote on the main motion carried with Board members Riall, Phelps and Rachal opposed and Board members Hardy, Crawley, May, Priest, Crawford, Ramsey, Armstrong and Bell supporting the motion.*

## **REVISIONS TO CPSB POLICY GCO/GCCA**

*Mrs. May moved, seconded by Mrs. Hardy, to approve the proposed revisions to CPSB Policy GCO and GCO/GCCA as submitted in the mailout. Ms. Phelps expressed appreciation to the superintendent for addressing the revisions to this policy as she believes the revisions will take away some of the uneasiness that some of the employees are feeling relative to the unfairness in going through this system. She also thanked Dr. Dawkins for adding the community person with the principalships and she looks forward to a lot more community involvement as it relates to our schools. Vote on the motion carried unanimously.*

## **POLICY RE: OFF-SITE PUBLIC ADVERTISING BY STUDENTS**

*Ms. Phelps moved, seconded by Mrs. Crawley, to approve the proposed policy stating regulation of non-school sponsored off-campus activities as presented today. Ms. Phelps reminded the board of the incident of community involvement with some students with a billboard and that Caddo Parish should not regulate off-campus activities of students unless the off-campus activities adversely affect the Caddo Parish School System. She said when there are positive things going on in our city and for our students and community members, she doesn't believe we should become involved if it doesn't adversely affect the school system. Ms. Phelps thanked the board for their support of this motion. Mrs. Crawley asked that people not work very hard to fit various things into the "adversely affect the Caddo Parish School System", because they may have been able to argue this if they wanted. Mr. Abrams explained this is a legal term and is what the law states. He said in order to have jurisdiction over students doing things not on your grounds, you must basically show they are doing something that adversely affects the system, i.e. bomb threats, calling in certain things, students accosting a teacher off campus, etc. Mr. Ramsey asked what does the policy address? Mr. Abrams explained it is a broad policy and really states what the law is, which is school systems don't regulate activities of students that don't affect the school system. He added you will have students that do things all the time away from the school and you know it's a student that has done it, but you can't go out and regulate a student activity that does not adversely affect the school system. Mr. Ramsey asked what if a parent purchases something like a billboard? Mr. Abrams responded you cannot regulate a parent. Mr. Ramsey stated we continue to add policies that actually do nothing and asked if this is one? Ms. Phelps,*

as the maker of the motion, responded that this is “not to do anything” policy, and expanded on the example given that the billboard put up a few months ago by students was a positive billboard, and the Caddo Parish School System stepped in and had it removed; and from the community standpoint, and after legal consultation, we did not have the right to interfere with anything other persons had done when it wasn’t on Caddo Parish School properties. She explained the intent of the motion is we cannot regulate what students do off campus if it does not adversely affect the Caddo Parish School System. Mr. Ramsey stated he does not have a problem with the policy, but he does have a problem with us trying to write a policy for every situation. He said he believes this is a function of the staff and he understands things were corrected; and if we are going to have a policy, he would hope we won’t do this with every situation that arises. He asked if this policy addresses everything that could possibly happen in an off-campus environment? Mr. Abrams said it does not, but the way the policy is drafted it makes it clear that we do not go out and regulate others’ activities away from the campus and it also makes it clear that we are not responsible or liable for off-campus activities by students that do not adversely affect the School System.

*Vote on the motion carried unanimously.*

### **GASB TRUST ATTORNEY**

*Mrs. Crawley moved, seconded by Mrs. Hardy, to engage Mr. W. Deryl Medlin of McMichael, Medlin, D'Anna, Wedgeworth & Lafargue as special counsel for the Caddo Parish School Board for Internal Revenue Code Section 115 Trust for GASB 45 Compliance based on the terms and conditions indicated in mailout. Vote on the motion carried unanimously.*

### **RENAME THE LIBRARY AT HUNTINGTON HIGH SCHOOL FOR MR. JOSEPH E. ODOM, FIRST PRINCIPAL AT HUNTINGTON HIGH SCHOOL**

*Mrs. Bell moved, seconded by Mrs. Hardy, to begin the process for renaming the library at Huntington High School for Mr. Joseph E. Odom, first principal of Huntington High School. Mrs. Bell explained she had hoped for this to be approved today and to visit Mr. Odom and his family on Friday and share with them the proposal to rename the library for him. Mrs. Bell announced Mr. Odom passed away on Monday, February 9<sup>th</sup>. Mrs. Hardy encouraged the board to support the motion. Vote on the motion carried with Mr. Rachal being absent for the vote.*

### **SUPERINTENDENT’S REPORT**

Superintendent Dawkins referenced the opportunity earlier today to see from students and staff a capsule view of the use of technology to enhance instruction in the classroom as well as a principal describing the use of technology to enhance her work and be more efficient as a leader. Dr. Dawkins also explained that included in the overview was a look at security capacity as well as security needs which will allow us to begin focusing on how technology can transform this district. He said he believes from his personal assessment that the district is four to five years from where it needs to be and we currently have a disjointed, at best, application to installing technology and shared an example of wiring our classrooms. He stated that the first week he visited schools in Caddo, he learned that some of our T Buildings were not wired, and he has since learned that we have classrooms in buildings that are not wired, which he believes is not fair to our teachers, our students, or those who run the district on a daily basis. Dr. Dawkins shared with the board that when we consider a school fully wired, it means it has Internet access, enough electrical wiring to handle multiple applications, as well as telephone lines in the classroom. He said he recently visited four schools and learned that, for example, out of 43 classrooms at Werner Park, 14 are considered to be 100% wired; at West Shreveport, only 6 classrooms of the 38 classrooms are 100% wired; at Westwood, 15 of 45 classrooms are fully wired; and at Woodlawn, 18 of the 58 classrooms are 100% wired. The superintendent explained his discussions with staff on this matter, and he has attempted to bring to the board in the work session earlier an understanding of where we are, the potential of where we could be and the major investment needed in technology for our young people and staff. He noted the outstanding teachers recognized earlier in the meeting that have done great work with our children, but who could do much more with the proper tools. Dr. Dawkins stated he is interested in taking a bold step into this information age and doing it in a way that no one has done it before, and he will be submitting to the board a technology proposal that will address these needs, one that is in the neighborhood of \$40-\$50 million. He said he is not ready to bring a

recommendation to the board, but when he brings a recommendation, he will bring funding possibilities as soon as possible. Dr. Dawkins said he believes this is urgent and the need to move on this as quickly as possible, also giving it the proper time to be digested with input from the public, etc. He reminded the board that the students today learn differently than from any of us over 25 and he encouraged everyone to study very carefully what our needs are so we can move into this global society with full force and with a complete overhaul of our technology system that supports classroom instruction and our teachers in the job they do as well as a complete revamping of all the system at Central Office so everything from payroll to security can be processed in a way that makes us more efficient.

Mrs. Bell stated she attended the technology presentation and feels she could still have been in the classroom if she had what the teachers have available today. She said she believes if we succeed with this, there will no longer be any complaints about all the paperwork required of teachers in the classroom. Mrs. Bell asked about a list of schools that are fully, or 70-80%, wired? Dr. Dawkins responded that district-wide we are at about 50% and he is looking for what we don't have? He said this is for all schools and for all children and he is not interested in a piece milling application, because every child deserves this. Mrs. Bell expressed her appreciation to the superintendent for his interest in seeing that every school is wired and this is available for every child.

Ms. Priest commented on the technology presentation and the superintendent's statement and she believes this is a prime example of where we are in the district. She said the schools given as example, i.e. Werner Park, Westwood, Woodlawn and West Shreveport, of not being fully operational, she believes this is where we have been negligent in looking at the overall district and making sure every school and every child has the same resources. She said she knows there are others, but when she hears the names of these schools, she believes it fully enforces what has been being said all along, and that is we can no longer afford to neglect schools and children and expect them to perform where they should be. She stated she believes the board needs to move forward and make sure this happens.

Mrs. Crawford asked about the statement in the technology work session that \$40 million in bonds can be done without raising any taxes. Superintendent Dawkins explained that staff has looked at various ways to accommodate a debt such as this and one of the options is, after speaking with our bond counsel who is in attendance, we can levy up to \$40 million without raising any taxes. He said this is only one source of funding, and he is not making this recommendation today; however, staff is exploring options, i.e. grants, QZAB, etc. He assured the board that staff is doing due diligence before bringing a recommendation to the board.

Ms. Phelps asked if we have looked at any bond money that might be left from the previous bond issue? Dr. Dawkins responded that we have not found that there is any money left over.

## **ANNOUNCEMENTS AND REQUESTS**

Mrs. Crawley shared with the board the book, *Outliers The Story of Success*, which gives educators a positive feeling about the job they are doing. She said it also shows our culture and what is believed about education. Mrs. Crawley said the book shares stories of success and expels some of the common beliefs today, as well as the achievement gap and information on low, middle and high socio economic children and the difference as they start out and how they fall further and further behind. Mrs. Crawley shared with the board information/statistics brought out in this book on students testing at the end of the year and also at the beginning of the school year and that the results indicated the low socio-economic students for five years gained 189 points and the high socio economic students gained 186 points, indicating that teachers are doing a better job of teaching the lower socio-economic students as a result of putting all the money and resources in this area. When looking at the scores of the low socio-economic students from September to June, they lose points during the summer months, making the achievement gap double. Mrs. Crawley announced she has asked Dr. Finney to order copies of this book for board members.

Mrs. Bell asked staff to look at the need for a full size middle school bleacher in the old gym at Huntington High School and also the lighting in the old gym, which is outdated and in constant need of repair. Mrs. Bell requested that staff look at lighting for the football and parking lot for the softball field because she believes Turner, who participates in football, could use this field

rather than traveling for every game. She also asked about the need to complete the basement of the English wing as well as the retiling of the west end of that wing. Mrs. Bell also asked staff to look at repaving the student parking lot.

Mrs. Hardy announced that at a community meeting recently held, parents had some questions they wished answered and she will provide those for a response. Mrs. Hardy also announced that if anyone needs to call her, she has an answering machine, and she encouraged them to call and leave her a message and she will return these calls.

Ms. Priest inquired about curriculum in the neighborhood schools for students who fall through the cracks and asked the superintendent to look at including a component, for the 2009-10 school year, in each of the neighborhood high schools that will address and provide job skills for those boys and girls in neighborhood schools that cannot enroll in the Caddo Career and Technology Center due to behavior and/or GPAs.

Ms. Priest asked staff to provide a status report on those items that continue to appear in the reports on the AU schools, i.e. meeting improvement in behavior modification, lesson plans, vacancies of highly certified personnel (Bethune), including what are we doing to address these areas.

Ms. Priest encouraged everyone to stay focused on educating the boys and girls in Caddo Parish, but also to keep our eyes open for those daily attacks on education, i.e proposed resolution that tried to get through BESE which dealt with Caddo. She said because of our population and our poverty level, Caddo could potentially receive direct funding from the stimulus bill; however there was an effort by our District 4 BESE representative, as well as the BESE member from District 5, to pass a resolution that Caddo would not receive this funding directly, but it would have to go to the state for disbursement. She stated that not everyone who says they are friends of public education is, and encouraged board members to stay on top of everything and not let people shape and frame public education for us.

Ms. Phelps stated she was not in attendance at the last board meeting as she was in D.C. lobbying for support for the stimulus and reported that visits were made with Representatives Fleming and Vitter as well as contact with Senator Landrieu's office. She said even though Fleming and Vitter do not support the stimulus, they did ask about NCLB and if any of the members would be willing to support a suspension of the state mandates. Ms. Phelps reported they did not have an opportunity to share specifically what is going on in Louisiana, but they did mention to Fleming how much the stimulus involves education and our needs. She stated the proposal for supporting a suspension came from NSBA and nothing is in place yet, but hopefully they will be able to find a sponsor. Regarding the infrastructure, we are unsure where we are at this time, but the word was it did not stimulate the economy, and with education, there was no way to hear all that was going on and how it was affected, which put them in a situation to stimulate the needs and the people we serve. Ms. Phelps stated it was a very good effort nationwide, with not only Caddo receiving the monies directly, which was the sentiments from every representative state across the nation, and the fact that there is only a limit on the administrative fees if it goes to the state in that they cannot take all the money, but only some restriction on the administrative fees. She said most of the budget was cut in the infrastructure and we are now waiting to see what we will receive.

Ms. Phelps also expressed to those present to continue to keep the family at Linwood Middle School in everyone's thoughts and prayers. She said we need to continue to motivate them during this difficult time and that this is a time that all our schools and employees can come together to help and encourage this member of the Caddo family. She encouraged all to treat others the way we want to be treated.

Mrs. Crawley asked the staff to evaluate the elevator at C. E. Byrd High School and determine if it needs to be replaced rather than continuing to be repaired.

Mr. Riall stated that for a high school to be successful the students must have pride in their school and asked staff to look at the possibility of upgrading the bathrooms at North Caddo High School as well as paint peeling off the walls and power wash the building.

Mrs. May stated her desire to address the use of the Caddo Career and Technology Center at a later date; because since she left Northwood High School in 1999, students who were not going to college were no longer being sent to the Caddo Career Center. Mrs. May shared that many students are holding jobs today because they went to the Career Center and learned a trade and she believes we need to send the 9<sup>th</sup> and 10<sup>th</sup> grade students who we know will not be attending college beyond high school back to the Career Center.

Mrs. May stated there are some things requested for Fair Park High School that have not been taken care of and she wishes to sit down with the principal and the director of capital projects/construction to discuss these.

Mrs. May announced that she will bring an item on the agenda next month to begin the process of renaming the multi-purpose center at Judson Fundamental School for Mrs. Mildred B. Pugh who served as a member of the CPSB for 16 years.

Mrs. Bell asked the superintendent to consider including in his program the idea of moving over-age students and those who have problems to a site offering different career programs and options. She said this is something the community is aware of and she would like to know what options are there and the costs involved to do this. The superintendent assured everyone that as he and others visited various programs, the over-age students and some of the issues they bring to the schools was observed; and even though this is not a part of this plan, staff is looking at solutions and plan to have something in place to address these children.

Mr. Ramsey asked for a report on the plan to add career and technical components for all middle schools, especially the AU schools.

Mr. Ramsey also requested that the staff bring a plan relative to career and alternative education because he believes if we are going to address the needs of our students, this is an issue that needs to be addressed. He said while there are some things in place, i.e. Options, Job Corps, etc., there is a real need for high school redesign as currently there is no real emphasis on skilled training for over-age students and a way to channel efforts to address the needs of this student population.

**Adjournment.** *Mr. Rachal moved, seconded by Mrs. Hardy, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 7:35 p.m.*

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita Crawford, President

**March 3, 2009**

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 8:04 p.m. (immediately following the executive committee work session) on Tuesday, March 3, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Charlotte Crawley, Lola B. May, Lillian Priest, Barry Rachal, and Larry Ramsey. Also present were Dr. Gerald Dawkins, secretary, and Reginald Abrams, legal counsel. The prayer and pledge of allegiance were omitted.

**APPROVAL OF ENGINEERING AND BID SERVICES TO WIRE AU SCHOOLS**

*Mr. Burton moved, seconded by Mrs. Crawley, to initiate the second phase of the QZAB wiring initiative previously approved by the board by approving the services of Purtle and Associates for engineering design and solicitation of bids, inclusive of a contractor recommendation for wiring AU schools. Vote on the motion carried unanimously.*

**Adjournment.** *Ms. Priest moved, seconded by Mrs. Crawley, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 8:06 p.m.*

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita Crawford, President

**March 3, 2009**

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 3, 2009 with President Bonita Crawford presiding and Lillian Priest and Charlotte Crawley present being a quorum. Other school board members present were Steve Riall, Eursla Hardy, Willie Burton, Lola B. May, Tammy Phelps, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Dr. Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Board member Barry Rachal led the prayer and Pledge of Allegiance.

#### **PRESENTATION OF 2007-08 FINANCIAL AUDIT**

Jim Lee, director of finance, noted that at board member's stations are copies of the Consolidated Annual Financial Report, a Single Audit Report, and the CEEF program audit. Tim Green and Cindy Thomason, of Allen, Green and Williamson, highlighted the school board's 2007-08 financial audit. Mr. Green expressed his appreciation to Mr. Lee and his staff for their work in providing information needed during this audit. Mr. Green noted that the financial perspective and internal control and compliance perspective, referred to as a "clean" opinion, is included in the main financial report, and that the auditors saw nothing that they felt needed to be addressed after audit testing. Regarding the comparative statement of revenues, expenditures and changes in fund balances, Mr. Green reported \$352 million earned in revenues and \$342 million in expenditures from the General Fund, ending the year with an excess of \$10 million. He noted that over the past three years, the district's revenues have exceeded expenditures each year by approximately \$10 million, and there is approximately \$62 million in the fund balance. He further explained that some of these funds are restricted, with \$48 million being unrestricted, and totaling approximately one and one-half months revenue in reserves, which they recommend should be at least maintained if not increased. Regarding the Child Nutrition Program, Mr. Green reminded the board that in last year's management letter, it was noted that the fund balance in this program had continued to decrease, and this year was the first in the last three years that revenues actually exceeded expenditures. He said it is important that this trend continue and that the CNP fund balance continue to increase. Mr. Green shared with the board that the parishwide capital projects fund shows a balance of approximately \$50 million; and the Caddo Educational Excellence Fund (CEEF), which is the amount the district collects from gaming revenues, and for which the district can only use the earnings from the investment during the year for educational enhancements, reflects a \$14.5 million balance at the end of June 2008. In summary of the financial aspects, Mr. Green stated he believes the board should be pleased in efforts made to continue to improve the fund balances as reported.

Mr. Green shared with the board that the governmental auditing standards require that testing take place on internal control and compliance and this year only one comment (finding) referencing the budgeting of expenditures by State Statute (where revenues or expenditures exceed the budget by 5%, and the board must adopt an amended budget to allow for the difference). Referencing comments from last year's audit regarding (1) capital assets listing and (2) access to the accounts payable computer system, Mr. Green announced both of these areas have been cleared up. He also noted that in the single audit, if the district has more than \$500,000 spent in Federal dollars, additional testing is done, and this year the audit included testing Title I No Child Left Behind and Title II Improving Teacher Quality, with no findings being noted. He commended the staff in these areas for this report.

Mr. Green added that the current year management letter indicates no comments, versus comments last year relative to workers compensation reserve and CNP fund balance, of which the district has broken the trend of losing funds in these areas.

As part of the audit, Mr. Green explained the audit also provided a performance on statistical data and agreed upon procedures and these have been shared with management and are being addressed. Mr. Green explained the audit also includes agreed upon procedures for the Caddo Educational Excellence Fund to make sure the money is being spent in compliance with the State Statute, which they did find to be in order.

Mr. Green also noted that the auditors were pleased to see the board take action on the Other Post Employment Benefits (OPEB) to set up a trust and begin funding this reserve.



Barry Rachal asked for clarification on the decrease in net assets by \$92.1 million and the reference to OPEB? Mr. Green explained that the difference is the OPEB (which was an approximate \$100 million adjustment for this year) which in accordance with the new accounting standards, is required to be recorded whether it is fully funded or not, but an effort is being made to fund this liability for the future. Mr. Rachal also inquired about the district's expenditures increasing by \$141.1 million in 07-08? Mr. Green responded that most of this increase comes from the \$103 million for the OPEB obligation and this year was the first year it was implemented and required to be reported, and the other portion of the increase would be pay raises, etc. Mr. Rachal said he notes these large numbers and explanations so when the media reports them, there is a clarification along with them. Mr. Rachal also asked that staff request from the appropriate governmental body a detailed listing of where the district's ad valorem taxes are coming from. Mr. Lee responded he will make that request from the tax assessor's office as we do not have that information in-house. Mr. Green noted that in the comprehensive financial report, the dollar amounts are not listed, but the assessed value of the 10 highest ad valorem tax payers is included.

Mrs. Crawley asked about the criticism the district took from the state level for having a \$47 million fund balance and asked Mr. Green about other districts in Louisiana similar in size to Caddo and the amount in their fund balance? Mr. Green stated that Calcasieu Parish is approximately 35,000 students versus Caddo's 45,000 and Caddo's total budget is approximately \$450 million and Calcasieu's is about \$350 million, and while he doesn't know exactly what their fund balance is, they do have a pretty strong one. He also noted the Orleans Parish School board has a \$450 million budget and a fund balance in the \$50-\$60 million range. Mrs. Crawley asked if this comparison information could be provided in writing to the board.

Ms. Phelps mentioned that last year the board requested a report on how the schools used the CEEF funds distributed to their schools. Mr. Green noted that in the CEEF audit there is information that lists the funds received, interest earned, and how it was distributed to the schools for use in educational instruction. Ms. Phelps indicated she is interested in seeing how each school spent the funds allotted to them.

Ms. Priest noted the comments on the Child Nutrition Program fund and that Caddo is this year in a better position this year. Mr. Green stated that is correct and this fund did show a profit for the year. Ms. Priest asked Mr. Green to what did he attribute this and how can the district continue to better its position? Mr. Green said raising the lunch prices certainly helped and meal portions might be an area to monitor.

Mrs. Crawford asked that staff provide the board information on how much the 25-cent increase in school lunches actually brought in last year.

## **WORLD CLASS TECHNOLOGY PROPOSAL**

Superintendent Dawkins stated staff has met with board members and discussed the district's technological capabilities as it relates to classroom instruction as well as operational processes at Central Office. He said the potential of classroom instructional tools and software packages to improve instruction as well as operational efficiencies were demonstrated and he would like to take this a step further. Dr. Dawkins stated that the time has come for this district to address the technology deficiencies present in our school buildings as well as in the overall operation of the school district. He said a significant number of Caddo's schools are not adequately wired for the electricity to support the increased use of technology and many of our schools lack having 100% Internet access. Superintendent Dawkins noted that many building staff continue to daily use paper and pencil processes that are now being accomplished via the Internet in other places. Also, operations such as security, camera upgrades to keep our students, staff and assets safe; processing of applications such as payroll, et.al., can be improved for greater efficiency. Dr. Dawkins noted that the ability to communicate with parents is seriously hampered by the current system and the District Data Center is presently operating on an old system that is a huge challenge to service and maintain. The superintendent stated that we should seek to give all the children in Caddo Parish the competitive advantage of having full access to the expanding world of information 24 hours a day. He said technology use will enhance instruction efficiency and asked Joe Brown, director of technology, to share with the board an overview of World Class

Vision for Technology for Students and the proposal on what should happen in each of Caddo's classrooms.

Mr. Brown noted the significant amount of research conducted by staff and shared some of the common elements in the classroom and tools that teachers have requested and that staff believes are very important for a classroom to be model classroom. Mr. Brown shared with the board a virtual presentation of a classroom with all equipment necessary for incorporating technology into the curriculum, as well as access to student attendance, electronic grade books, discipline information, etc. Mr. Brown also noted one element of the new technology classroom that is currently being piloted in the schools – the student response system whereby students can respond to homework assignments, classroom assessments, etc. Mr. Brown explained that also being proposed is additional wiring in the classrooms for electrical service and data jacks to connect the network in order to provide adequate services in the classroom, and that some desktop computers be maintained in the classrooms in the event a laptop is broken or a student forgets to bring it to class. Enhancements outside the classroom in the areas of safety and security and high traffic areas are being identified for possible security cameras allowing the principal in the building to observe activity all across the campus. Additional telephones, in addition to the wireless phones, are being proposed along with enhanced voice mail services.

Dr. Dawkins explained that the plan is for every classroom in the district to have this type of technology to enhance learning as well as additional operational efficiencies. Jim Lee shared with the board options available for financing this proposed \$50-\$51 million project. He stated that the majority of this will go directly to the classroom in the form of wiring, computers for students and teachers, and security, which is approximately \$40 million. He said in addressing the board's requests for a new payroll system, new student information system, this cost is also being included, which is \$4-\$5 million. Also, he added that just as important will be having a Data Center in place that can support it which will cost \$4-\$5 million. In order to fund such a project, options such as (1) the Stimulus Package, (2) issuance of additional \$40 million in bonds at no increase in cost to the taxpayers in Caddo, which would benefit every class and student districtwide; (3) QZAB funding, which is an interest-free loan to the district, and (4) if needed, any additional monies from the fund balance over a 2-3 year-period are available.

Dr. Dawkins said the effects of technology on teaching and learning would include teaching being more interactive and meeting the multiple learning styles as technology has the capacity to present information in a multi-media format. He said students would have access to curriculum at home and at school, and teachers can receive immediate feedback from teachers and from students to determine curricula needs. He added specific software that will provide remediation to students in the core areas can be installed on computers so students can practice skills in which they have deficiencies at home or at school. The superintendent added that students will have access to this world of information that is rapidly expanding before them. He said he has told the staff that as a district, we are about five years behind and this is catching up to districts not too far away. From campus safety, student information, payroll, human resources, finance and data system, improved classroom services and automated attendance so we can always know where students are at any given time during the day, and the current system does not allow for that, as well as the electronic grade books, and student demographics, the superintendent stated it is important to improve our campus safety and know who is in our schools and who is trying to get in our schools as well as protect the assets of the district under close supervision. He added that it's imperative that we improve the accuracy and timeliness of human resources and payroll since we have systems that do not talk to one another, thus creating a lot of manual work continuing to be done which should not be in 2009. Dr. Dawkins stated there is a need to improve district services including the tracking of teachers and educational credentials a lot of which is currently still paper. He concluded all this is part of a system being proposed and he believes we are at a critical junction and time to decide if the district will either propel into this information age or just walk into it. Superintendent Dawkins introduced and asked district teachers and/or principals to provide input on the use of technology in the school buildings.

Denisha Dennis-Smith, 3<sup>rd</sup> grade teacher at Atkins Elementary, shared with the board how technology has impacted her classroom by allowing her to get immediate feedback from students, accommodating for individual differences in the students, addressing those needs without undue interruptions for the remainder of the class or encountering any unnecessary discipline problems, ability to work with students individually on their GLE areas of need

without having to take the volumes of paperwork home, grading them, and individualizing each student's particular needs which these programs have been able to do.

Kathy Garner, teacher at Herndon, shared with the board how the pilot program using the DuKane System, a student response board mechanism. Ms. Garner explained that use of this technology has allowed her the opportunity to know immediately when students are taking practice tests which ones got it correct or incorrect, if a student is just randomly entering answers without trying or if they are hesitant or unsure so she can stop at that very moment and go over questions without singling out any individual student. She added this technology has improved the attendance in the class as well as the behavior because it allows her to walk around the classroom as she is teaching, with the capability of switching from the technology board to the computer and go from an Internet website to the document camera (overhead type equipment). Ms. Garner said the system was very easy to learn, with it being presented to her in a three-hour training session, and she was able to use parts of it the very next day in the classroom.

Dr. JoAnn Hood, principal at Barret Elementary, shared information on the management data system and how it increases on-site efficiency, by eliminating the need to enter data duplicate times, the inefficiency in completing necessary paperwork for a students being dropped versus the ability to complete all needed information electronically and send it electronically to where it needs to go all by the click of a button. She said this would also be applicable for students transferring within the system.

Dr. Dawkins added that he wants to be clear about where we are and that is we are clearly behind where we should be; and, secondly, to give the board an option for the district to move forward and catch up and/or move ahead of other districts, and how this can be funded.

Mrs. Crawford inquired how long will it take for all classrooms across the parish to be wired, and will the voters have to approve the \$40 million bond issue? Superintendent Dawkins stated everything would be done in phases over a two to three year period of time. He said there are also some other challenges in front of the board, in terms of the facilities and utilization of facilities, and other items from an infrastructure standpoint. Mr. Lee said that even though there would be no increase to the property taxes, it would have to go before the taxpayers for a vote.

Mr. Rachal stated he has spoken with Caddo's technology person asking for more money and more people and shared the example of an assistant principal spending approximately four to six hours a day calling parents of absent students, and he understands that this proposed system would be making those notifications, which he believes is a superb idea. Mr. Rachal stated how important this is, because we are in essence bringing the world to our children so hopefully they will go forward and become a very productive part of that world. He asked the superintendent if we are being wise with the money at this point in time when we have not taken the opportunity to look at the number of facilities that we currently have, we have two schools that have been taken over by the state, and there are eight schools unsure as to what the state has done with them. He announced that in the 1996-97 school year, Caddo had 53,000 students in our schools, and we currently have a little over 40,000 students with the same number of schools open to take care of the needs of our students. Mr. Rachal expressed the need to look at consolidating, closing, and to look at the attendance lines of our schools. He said he understands when going to the voters for a bond issue, that the funds must be spent for specific things and asked if the \$51 million includes every facility that is currently open in Caddo Parish? Dr. Dawkins said the \$51 million does include every facility currently open; however, his next item on the agenda will address his recommendation relative to infrastructure. The superintendent said with this recommendation, possible changes in the amounts that may need to be spent for computers, for example, will be discussed, because the number presented are very conservative. He said he has talked for the past 5 years about the district's budget and the needs out there, but he is not wanting to jump out there when we have a 24% decrease in the number of students we have.

Mrs. Bell stated that relative to the decrease in the number of students, she believes these students will be coming back because of what the board is looking to offer these students. She shared her concern that not all board members were present to observe the children and teachers using this technology proposal, and that she believes an ideal classroom at the middle school level is 23-25 students. She asked if there will be enough computers in a classroom for up to 33 students, and if it takes three years to complete this project, will what is being proposed be enough?, because she does not want to hear after a couple of years that there is not enough

money to complete implementation of this technology. Mrs. Bell said she also believes if we don't put this in place, we are going to lose more students.

Dr. Dawkins explained staff has projected the figures as close as possible; and at this time, staff believes we will be able to do better when purchasing items in bulk. He said staff has also factored in the retraining of teachers, the maintenance and installation of service, responding to teachers when repairs are needed, etc. Mrs. Bell asked if standardized tests will eventually be on the computers? Dr. Dawkins responded he is uncertain what the state will do, but they are certainly assessing on-line testing.

Mr. Ramsey asked Mr. Lee if the QZAB money (\$1.8 million) has been included in the reserve amount for technology, because he believes it would be wise to place these funds in reserve, draw interest, and pay back the loan as we go. Mr. Lee responded the board did put \$1 million aside year before last for technology enhancements and this year, the board approved placing an additional \$750,000 aside for the same. Mr. Ramsey asked that staff provide him with these numbers. Mr. Ramsey stated his excitement over seeing these things happen in our classrooms and expressed appreciation to staff for bringing this proposal forward.

Mr. Burton echoed his concern about students not having textbooks to take home and he believes this proposal would address this by having access to them on-line. He also stated his agreement with Mr. Ramsey that this is not new, but is something the board has observed at the national convention; and with technology being the future, we cannot afford not to move forward.

Mrs. Crawley stated that she, like Mr. Rachal, wishes the facilities study to be ahead of the technology proposal, and with Caddo's 74 schools, she stated there is a definite need for additional specialty schools. She said she understands it is possible to close one school with its current identity, but we would still use that facility because she would not want to wire a facility we were not going to use. Mrs. Crawley asked about the statement of two to three years and if a \$40 million bond is approved, will it take longer to actualize these funds? Mr. Lee explained that is not necessarily so, because it could be set up for them to be sold over a 2.5 to 3 year period. Mrs. Crawley asked about the amount of manual labor at Central Office and if through attrition, there could possibly be fewer people? Dr. Dawkins responded staff will certainly gain some efficiency by going to an electronic format and this would mean people would assuredly have to work differently.

Mrs. Crawley also inquired about the ability to communicate with schools within the district and if we would also have the capability of communicating with other districts to allow for the transfer of records from one district to another? Dr. Dawkins responded it would certainly allow our district to be more efficient in sending information from one district to another; however, our being able to receive information from other districts would depend on how technologically advanced the other districts might be. Mrs. Crawley asked if we are matching our technology with other districts' technology? Dr. Dawkins explained he believes this proposal would definitely put Caddo out front of everyone in this area. Mrs. Crawley asked about the fact that when computers and printers were first placed in our classrooms and when the ink was used up, teachers would have to purchase their own if they wished to use the printers, which meant they sat idle for over a year. She said she wants to make certain we have ample supplies and replacement parts for the equipment. Dr. Dawkins noted comments made in the presentation whereby we will keep many of our desktops in the event a laptop breaks down or a student forgets it so a student does not sit idle. He also referenced the wireless connection and clarified that to be wireless within and around our schools and for those students who do not have Internet access at home, some of the software packages will allow students to take their homework home and do it on the computer. The superintendent announced he recently visited with the new director of library services and he is interested in having "hot spots" in library branches so students in those neighborhoods and within a radius of that library would have some ability to get on the Internet. Mrs. Crawley noted the difference in the classroom on the virtual presentation from most of our classrooms and asked if the furniture is included on the list? Dr. Dawkins stated a lot of furniture was not included in this proposal and it may be an area that will need to be looked at further, but we still have some serviceable furniture in a lot of our schools and the entire infrastructure will be assessed.

Ms. Phelps asked if the computers teachers received approximately two years ago would still be in the classroom? Dr. Dawkins responded that all the computers in place that are usable will

stay, and the major cost here is to get laptops for students and the operations offices, etc. Ms. Phelps stated she looks forward to receiving additional information on the schedule for implementation.

Mr. Riall asked about the initial cost of \$51 million with a two-three year installation timeframe and what will we do with any software and/or equipment that could possibly be out of date by the time the program is fully implemented? He inquired about the replacement of laptops, batteries, loss, breakage, and if there is something included in the budget to cover these expenses? Dr. Dawkins responded there is something included in the budget amount. Mr. Riall asked if it is something that will be continued? Dr. Dawkins responded that is correct and is no different than how we replace computers now, and staff will be looking for equipment that is constructed in a way that can take the abuse with security systems similar to a GPS in the event a computer goes where it should not go. Mr. Riall asked if the installation process will be done in-house or will it be put out for bid? Joe Brown responded that all the equipment will be bid out, including wiring, hardware, services, etc. because better prices come when these are placed out on bid. Mr. Riall asked about the continued maintenance and if this will be put out for bid with an independent company or will this be done in-house? Mr. Brown responded traditionally maintenance services or replacement costs are added to the cost of the item and most equipment purchased comes with a one-year warranty with an option for additional extended warranties, with staff determining the feasibility. He said sometimes it is more cost effective to replace broken equipment with something newer.

Mrs. Hardy expressed her appreciation for Dr. Dawkins' efforts toward creating World Class Schools for World Class Students. She noted the excellent workshop whereby the proposed technology was demonstrated as to how technology can help our students at school and at home, and she knows it will make a difference in our schools. She also noted the safety features for our school campuses and applauded the superintendent and staff with her support.

Ms. Priest asked about the potential bond issue and if the election dates have been noted as to when we will potentially bring this before the voters? Also, regarding the timeline to put this to the taxpayers, she believes it is important that the timelines gel with the infrastructure and facilities usage as well as the technology, along with the HVAC improvements that have been made. Dr. Dawkins responded that the earliest election date will be October, 2009, and he will be asking the board to allow staff to move forward and look at the infrastructure so it will come together in a way that will allow the story to be told in totality.

### **CADDO PLAN/SPP UPDATE/PERSONNEL RECOMMENDATION**

Superintendent Dawkins shared with the board two documents including an update on The Caddo Plan along with a document referencing the Memorandum of Understanding, which the state now refers to as the SPP (School Program Plan), as well as the beginning of a reorganization in order to be successful in our schools. The superintendent also shared a copy of the January 15<sup>th</sup> minutes of the BESE meeting, a letter from the BESE board and State Superintendent Pastorek dated February 27<sup>th</sup> and asked legal counsel to explain the minutes document. Reginald Abrams stated that the official minutes appear to be the same as the letter from BESE dated February 27, 2009, and that he pulled the minutes from the website and noted that the motion now states "that the board approved the recommendation of the department to permit schools remain under the jurisdiction of their respective local school boards and be operated by their respective local schools boards pursuant to a MOU between the department of education and the schools' local school board and with regard to MOU schools, that such schools can be transferred to the jurisdiction of the Recovery School District under conditions set forth in the department's recommendation and that transfer to the jurisdiction of the Recovery School District for operation as a charter school or for operation by education management organizations.....(list of schools submitted)." Mr. Abrams explained that BESE passed a motion to amend the minutes on February 19, 2009 and they amended the minutes to say the motion was as he just stated, so in essence it is as if it did not happen the other way. Mr. Abrams stated that in the letter Dr. Dawkins received, it appears that there was a motion to modify the minutes to reflect what he just read, and rather than change the motion, it appears the motion may have been what it was, and BESE changed it so that it no longer reflects that. Mr. Abrams summarized that it appears Caddo Parish has jurisdiction over the eight schools, according to the BESE minutes. Mr. Rachal asked legal counsel if the local school board had handled a matter similar to how BESE handled this issue, would he have any concerns about its legality? Mr.

Abrams explained that he would have not handled the matter in that manner, but would have asked the board to make a motion to reconsider and amend the action. Mr. Rachal asked about the document which states these are the official minutes of January 15, 2009. Mr. Abrams stated he pulled these minutes from their website as their "official" board minutes (only those relevant pages) and that motion 9G-4 is the motion that actually passed. Mr. Rachal also asked for clarification on how the board votes and Mr. Abrams explained it appears that it's a unanimous vote unless they state who might have voted in opposition to a motion. Mr. Rachal said there are companies looking forward to making a lot of money off the taxpayers and they may be looking at this and saying this could legally be fought. He added he hopes BESE can do better than this and maybe we should request the legality of their action.

Ms. Phelps stated that neither does she trust this, and asked if she is correct that the minutes Mr. Abrams copied from the BESE website still say the same thing stated in the letter and that is they have corrected it; however, the corrected minutes are not on line. Mr. Abrams said the corrected minutes are on line and the copy he provided is the corrected copy. Ms. Phelps asked for the correction on the minutes and where is the correction reflected? Mr. Abrams referenced 9G-4 which indicates the strikethroughs and underlines, and further explained it appears there was a motion made on February 19<sup>th</sup> to amend 9G-4 as follows...., thus the minutes of January 15<sup>th</sup> do not reflect what he believes was the original motion, but it now reflects what BESE did on February 19<sup>th</sup>, and this is seen on the official minutes on January 15<sup>th</sup>. Ms. Phelps said it's the statement that follows that concerns her and that she doesn't understand. Mr. Abrams stated he only knows what the minutes say and believes it will be similar to Bethune and that the MOU says you can operate under an MOU, but if you fall behind or do not do what the MOU says, a school can automatically be transferred in the RSD. Ms. Phelps stated she believes this sound very tricky, and she is looking to possibly see the February 19<sup>th</sup> minutes where it reflects what the amended January 15<sup>th</sup> minutes reflect. Ms. Phelps asked about the advertisement for the principals of the AU schools as she is disturbed at how it is worded "principals for academically unacceptable schools" and the reason it was stated in this manner? Dr. Dawkins responded he stated it this way on purpose in order to assess people and determine their placement as opposed to advertise for specific schools. He said he is looking for specific skills and it is his habit to look for an "elementary", a "middle" or a "high school" principal rather than principal of a particular school, because he believes it is leadership based and not necessarily school-based. Ms. Phelps asked if he wants them to know they are coming to an unacceptable school? Dr. Dawkins said they all know they are coming into unacceptable schools and staff will determine where they are placed. Ms. Phelps said that is what she thought, but the advertisement says "unacceptable school principals". Dr. Dawkins said he wants it to say exactly what it says, as he wants people to know. Ms. Phelps said she expected the posting to say eight principal openings, but it states eight principals of unacceptable schools openings, and she wonders if anyone outside the district looks at applying for one of these positions, was it worded this way on purpose. Ms. Phelps asked if she understands correctly that the superintendent will be interviewing these principals and what is in place for interviewing the teachers? Dr. Dawkins said a schedule for interviewing has not been established as of yet; however, employees are certainly free to express their interest and some have done so. He added in the next 2-3 weeks a process and timeline will be set up for carrying this out. Ms. Phelps asked if all these will be interviewed? Dr. Dawkins said those presently at those sites will be interviewed.

Dr. Dawkins stated that the bottom line is it is clear The Caddo Plan will operate in eight schools and will not fall under the RSD, but under an agreement between this district and BESE and the Department of Education, which is what we asked for these eight schools. He added the other two schools (Linwood and Linear) are still in the RSD; however, he understands there may be further discussion and decisions regarding these schools at the next BESE meeting. He reported that staff has been engaged with the State Department who hired consultants to assist in crafting MOUs regarding the eight schools and how they might be reconfigured and revamped. Dr. Dawkins also announced that proceedings have begun for vacating all positions in the AU schools by notifying all principals in writing that their current school assignments will end at the conclusion of the 08-09 school year. He said the interview process for administrators will begin next week and he will screen, share and conduct all interviews, including others as needed. He announced he will keep the board abreast of any developments in this process.

Dottie Bell asked about the selection of principals at the eight AU schools and when will the teachers in those schools know where they will be and what they will be doing? Dr. Dawkins responded that those positions will be posted in the next couple of weeks and once an

administrator is in place, they will be involved in the selection of other staff members. Mrs. Bell asked that staff send a memo to those teachers, cafeteria workers, et.al. explaining to them what they can expect. Dr. Dawkins explained that meetings have been held, but staff will get some additional information out to these employees.

Dr. Dawkins asked staff members to share with the board a sample of a School Progress Plan at each level as prepared using the template provided by the state for ensuring district's do those things instructionally and organizationally to ensure the success of these schools. Dr. Sara Ebarb, Leisa Edwards, and Roy Thomas highlighted School Progress Plans at the elementary, middle and high school levels noting what the state has asked districts to do in restructuring these schools. Ms. Edwards reported that over the past month, training has been provided from the Louisiana Department of Education and JBHM to begin the process of writing the school progress plans in accordance with the MOU directives from the state, plans which were submitted to the state on February 26<sup>th</sup>. District teams consisted of an elementary team, a middle team and a high school team. Staff explained that the goals of the SPP required the district's teams to identify action steps to address quality review recommendations and deficiencies from the state and this one plan will now drive school improvement and will replace Caddo's old School Improvement Plan with The Caddo Plan being imbedded in each school's progress plan. It was explained that these plans require timelines for constant review, and based on progress in an on-going cycle. Staff members stated the district will evaluate our effectiveness in improving and taking responsibility for identifying and overcoming those barriers that have impeded school improvement in the past. Included in the implementation of these new SPPs will be three tiers of accountability: (1) the RSD will monitor progress of the plan, (2) the district will support and monitor the school, (3) the leadership team will look at the actions and benchmarks. Leadership at the school levels will be responsible for reviewing, editing and building on a plan. It was noted that actions taken will affect the climate at the school to be able to produce a positive change for the students and staff, and clear direction will be set for academic progress.

Dr. Ebarb shared with the board commonalities of the plans and an overview of the plan developed for Barret Elementary, highlighting the different areas included in the development of a school plan as follows: Introduction and Purpose, Organizing for Success, Facilities, Community Involvement, specific resources for improvement, and the essential practice implementation component. She reminded the board that all of Caddo's plans will incorporate The Caddo Plan within it and she presented details of the scope and sequence, the Louisiana Comprehensive Curriculum, detailed instruction sequence and progress monitoring, lengthening of the school day by 60 minutes, high order thinking, activity based instruction, skills, data driven instruction, job imbedded professional development as detailed in each plan which are areas in which local schools will be monitored by the state. She announced the state monitoring will be the action steps in each plan and highlighted how staff used the state's action steps and benchmarks to develop the individualized plans.

Dr. Dawkins reminded board members that these plans are pretty prescriptive from the state for all these schools in the attempt to make sure there is consistent instruction, consistent monitoring of instruction in the buildings, which is a process that the staff expected and welcomes.

Ms. Edwards highlighted those plans submitted at the middle school level and that action plan benchmarks for J S Clark Microsociety including the GEC and state released items to make connections between content and student accountability. She reported that staff is told when the district receives its scholastic audits, they are saying it is important to share what they are doing and why this is relative to their everyday life. Ms. Edwards also highlighted how administrators will provide training for teachers in managing the classroom by using various instructional strategies and how maximizing academic learning time, checking lesson plans to ensure bell ringers and journal prompts that address appropriate content and rigor relevance are so important. She said teachers will be trained to incorporate content reading strategies to assist struggling readers at the middle school level. Teachers will also be trained to read and interpret assessments, and will establish learning targets based on test data in order to monitor student achievement and progress. The plan for middle schools will also include time for teachers (regular and special education teachers) to plan together, an induction and mentoring program for beginning teachers, veteran teachers and new assignments, as well as those needing remedial aid in working with students who are performing below grade level.

Roy Thomas, director of high schools, shared with the board that the process has been a very intense and comprehensive one. He reported that the plans for the high schools include the Booker T. Washington New Technology High School, Fair Park College Preparatory Academy, Green Oaks Performing Arts Academy and the Woodlawn Military/Business Leadership Academy. Mr. Thomas highlighted the areas in which each school will need to make some improvements in order to meet the requirements for the different programs, and also that a key part of the plans will be administrators ensuring the school-wide plans are in place to address discipline, and that a discipline ladder for consequences is also a part of that plan. He noted that consistency in implementing the plans will be key to their success for effective teaching in the classroom. In order to maximize the learning time, Mr. Thomas stated administrators will need to provide the essential training and to support the teachers on strategies to be implemented to ensure students are engaged and learning while the teachers are performing the administrative tasks. Mr. Thomas noted that a lot of wasted instructional time has been noted and the monitoring plan is designed to eliminate this waste of time. He also highlighted the action steps for monitoring student achievement and that school administrators will be leading the faculty and staff to develop a consistent assessment plan and noted the importance of the word “consistency” as it includes the participation of faculty and identifying attributing causes of undesirable results. Mr. Thomas also noted the benchmark of promoting professional practices, i.e. professional development, where school administrators will require and monitor the teaching of team members as they share the responsibility for planning, delivering and assessing instruction and inclusion in the classrooms on a daily basis.

Dr. Dawkins stated that this plan is based on intense teaching and intense monitoring of instruction as we try to improve these schools. He said these schools have been in their situations for five years and this recognizes the drastic actions needed to be taken. He added that along with these organizational implications, he is requesting of the board that he be able to begin a reorganization that will focus on these schools first, but the rest of the organization shortly thereafter. Dr. Dawkins said he is requesting that a Chief Academic Officer be named to report directly to him and to supervise the eight schools and to also select, supervise, and train all principals districtwide. He said he hopes to bring focus to the development of leaders throughout the school district. The superintendent announced he will also be reconfiguring the directors work and rather than having elementary, middle and high school areas, areas will be divided into areas with schools that feed into each other. Additionally, Dr. Dawkins stated that he will be doing an intense overview of changes where necessary in finance, instruction, support services, human resources, and all the other operational aspects of the school district as an attempt is made to organize for success. He said he is concerned that we are not organized in such a way that will ensure our chances of succeeding.

Mrs. Crawford inquired of the superintendent if he plans on asking the board to vote on the restructuring in two weeks? Dr. Dawkins responded that he plans on bringing to the board a staffing piece. Reggie Abrams explained that if the board is being asked to approve a new position, the board would need to approve this new position so that the criteria can be established and the funds put in place. If there is going to be a restructuring, generally the board would be presented a revised organization chart showing who reports to whom.

Ms. Phelps asked about the transitional period and the need for coaches to be approved prior to the spring, will the outgoing principals have the authority to hire coaches at this time? Dr. Dawkins said they would not and those positions would remain vacant.

Mr. Rachal shared with the board enrollment numbers of schools that will house 800 plus, but enrollment is down to 600 plus, for example, and asked what the demographics are for the total quantity of students in the eight schools that are available in the attendance zone, and how many students are in the magnet programs, and where are the real numbers, because we can't force people to live where certain schools are.

Mr. Riall asked about The Caddo Plan and the wonderful efforts Dr. Dawkins has placed in working on this effort. However, he has observed that the press and others have pretty much placed the blame on the school board and he believes that we need to emphasize more the importance for parental involvement and the need for parents to no longer expect the school system to do everything. He said he believes more adult education through our community leaders, ministers, school administration, etc. is needed to help solve this problem.



Mrs. Bell asked what is used to give a child permission to attend a school other than a magnet school, are addresses checked? What are the guidelines and do we need to be more strict in the transferring of students? Mrs. Bell asked staff to look at the policy governing this? Dr. Dawkins noted that staff will bring back a response.

### **FACILITY INFRASTRUCTURE STUDY**

Superintendent Dawkins stated that over the last 10 years, Caddo Parish Schools has had the benefit of at least two survey type studies of the schools; and while they were very influential in the latest bond issue, they did not provide sufficient information for future facilities planning relative to building integrity, building utilization, capacity, location of buildings, population trends, housing information, live births, etc. He said in order to ensure that each child in Caddo Parish is assured an exceptional education in facilities that support World Class education, it is important to look deep into the infrastructure as we plan for the future. He said it is also important to include in the study an assessment of the energy efficiency of the buildings, as the latest air conditioning upgrades did not include upgrades in lights, windows, and doors. The superintendent stated that both the nation and the world are facing energy challenges and it is important that this district is as energy efficient as possible. Dr. Dawkins said staff will be mindful to work with the board's attorney on all the legal issues surrounding this matter and he is recommending that we commence with a facilities infrastructure study to ascertain the physical integrity, utilization, location, and energy efficiency of all buildings in the Caddo Parish Schools. Dr. Dawkins said he additionally is recommending that all vacant buildings, land for sale, lease, demolition or other designated future uses be appraised. He noted that the money for this has been allocated and work can begin immediately.

Mr. Rachal expressed his appreciation to the superintendent for acknowledging the need to do everything just mentioned and stated his support of the superintendent in the tough decisions he must make. He said the energy issue is an area he has been addressing for approximately three years and he personally is glad the superintendent is addressing it.

### **ESTABLISH THE AGENDA AND CONSENT AGENDA FOR MARCH 17, 2009**

Superintendent Dawkins highlighted the agenda items being presented for the March 17, 2009 meeting and the following discussion ensued.

**Update on Bethune and Other AU Schools.** Ms. Priest asked about the DE reports for Bethune and BTW as it references the 7<sup>th</sup> and 8<sup>th</sup> grade math and the 8<sup>th</sup> grade social studies as well as those areas of recommendation for improvement. She added that in looking at the additional 10 schools, it appears that each one has some short comings with behavior modification, time management, lesson plans, differentiated learning strategies and best practices. Dr. Dawkins responded that staff will make available to board members copies of each school's plan. Ms. Phelps stated that last year the board approved the barber program for BTW and asked the superintendent why this particular program has not been started while others approved at the same time are almost complete? Ms. Phelps also asked what determines how long after a project is approved before staff begins to work on that project? Dr. Dawkins reported that he stopped the barber program as staff was in the process of ascertaining the New Technology High School and how it would all fit together at BTW. He said the funding is still available and he will meet on Wednesday with the New Technology High School representatives and will bring a decision back to the board before moving forward. Ms. Phelps asked about the Leadership Academy at Woodlawn and not necessarily the Military/Business Academy and noted concerns expressed over the past two years at Woodlawn. Ms. Phelps said that at this time she feels as though concerns expressed have fallen on deaf ears because the concerns are still there. She noted that the community remains dissatisfied with what is going on in that community and she hopes there will not be any negative affects as a result. She shared an example of students skipping school or leaving once they arrive in the mornings, turnover in the coaching staff over the last five years, teachers with a specialized area being removed from the school and placed in a classroom with another certified teacher. Ms. Phelps said she doesn't know how one can explain this. She also shared with the board a recent visit to the Woodlawn gymnasium and noted the deplorable conditions at this school and how disappointed she was that some of the issues, i.e. rust in the stalls, lack of doors on stalls, no curtains, non-working lockers, sinks, toilets and showers, trash not removed for weeks, no cushions on work-out equipment, broken mirrors, etc. have not been addressed. Ms. Phelps asked the superintendent to have an item on the agenda to address this

issue as well as prepare a document to relay to this community where the plans are for Woodlawn.

**Approval of Professional Services to Upgrade Email Servers and Approval to Seek Bids for Replacement of Email Servers.**

Mr. Rachal asked staff to clarify these two items and if the funds were already budgeted and were the funds budgeted for anything specifically? Joe Brown responded the funds were budgeted out of the 2008-09 information technology general maintenance and equipment budget. He said staff has known for more than a year that the file servers were failing and it is now time to replace the hardware. Mr. Rachal asked if we are using the funds in the budget specifically for what they were intended? Mr. Brown said that is correct. Mr. Rachal requested that the order of 9.01 and 9.02 be reversed.

**Assistance to AA, AU1, AU2 Schools and Summer Remediation.** Superintendent Dawkins stated that this will be an attempt to address the issues of the 19 other schools not in AU status. He stated that several staff and board members traveled to Little Rock, Arkansas to observe the Target Teach program in place by Evans Newton Company; and at this time, the program shows the kind of track record that will stop the decline of these schools into AU status. He added that this program already operates in some of Caddo's schools. Mr. Rachal inquired about the Title I funds and what were they being used for as well as the Reading First funds and are we using the funds for what they were intended or are these funds being transferred to another area? Dr. Dawkins explained that the funds are being used for what it was intended, the summer remediation, in order to catch up these students. Mr. Rachal asked if the funds being looked at were planned for Target Teach? Dr. Dawkins responded they were not, but for summer remediation to help those students who are behind.

Mr. Ramsey asked the superintendent about the \$300,570 from the general fund and if we are getting more Title I dollars through the stimulus package where we can use Title I dollars as opposed to the General Fund budget?

Ms. Phelps asked the superintendent about the additional Title I funds reported that the district will receive and if this will reduce the General Fund balance. Dr. Dawkins explained that it can and it will allow us to be more flexible with using General Funds; and at the present time, staff is waiting to receive the rules and guidelines for these funds before making any announcement as sometimes it requires a local match. Ms. Phelps asked if the superintendent is saying the \$300,000 is not needed? The superintendent said we do need the \$300,000, but there is also approximately \$800,000 from Title I.

**Proposed Locally Initiated Elective for 2008-09.** Mr. Rachal stated that he is unsure what policy issues there may be with this request; however, in reviewing the item, he complimented the prerequisites laid out, and that maybe some of the other programs in place should also have similar prerequisites.

Mrs. Crawford asked if approved, will any high school in the parish be able to offer AP English III? Dr. Dawkins responded that is correct.

Ms. Phelps stated she understands this will be asking for another teacher at the school and she believes additional teachers at all schools are brought forth for approval, because this is not the only school that has an AP English III class and any school can ask for an AP Gifted teacher. Mrs. Gunn explained that this is asking for board approval of AP status of English III class, and this means that any high school in the parish can offer the course. Ms. Phelps asked if there is a school currently offering this AP course? Mrs. Gunn said there is not, but maybe enriched English class, but not AP. Ms. Phelps asked if this request is asking for this course districtwide? Mrs. Gunn stated that anytime an elective is brought to the board for approval, then any school in the district can utilize it. Ms. Phelps indicated if the request had been worded as such, then it might have been more clearly understood.

Mr. Rachal asked if this is offered in other schools that the prerequisites remain the same for all schools. Mrs. Gunn clarified that the prerequisites would remain the same.

**Proposed Locally Initiated Electives for SY2009-10.** Ms. Priest asked the superintendent about the plans to begin aggressively implementing The Caddo Plan and with the plan for Green Oaks High School to be a Performing Arts Academy, and the possible duplication or diluting at

this school because of the eight artistic disciplines listed. She asked if staff would look at this again and consider what will be done with the performing arts academy at Green Oaks and if it will be a pure performing arts school offering these various disciplines?

Mr. Ramsey noted that at the Caddo Career & Technology Center he believes this opportunity bridges on something that exists now; since the CCTC serves all the high schools in the area, this opportunity would be serving a different population. He said he believes this is a program that can go online next year and that the performing arts program, if done effectively, will be able to have the technology component. He added it could possibly be two years before a fully-implemented program is in place and now there are certain components the media industry is looking for that will not affect the performing arts academy program's ability to perform. Mr. Ramsey added that in looking at high school redesign, he believes we should be looking at how we can continue to build not only vocational skills, but technical schools as well.

Ms. Phelps stated she believes this would be more fitting for the cosmetology program at Booker T. Washington since you are talking about doing hair and makeup, and the film industry and technology are in the same location. Ms. Phelps asked the superintendent to consider all these aspects and shared her concern in continuing to put programs in place when there is already one in place under the alternative education curriculum, and the need not to duplicate.

Mr. Rachal asked that those making the recommendation for this item provide specific reasons why this is being requested for the Caddo Career & Technology Center. Superintendent Dawkins stated that while we are in the midst of change, and in light of the items that have been brought up today, i.e. the film piece staying with the cosmetology piece, he believes the recommendation was one that was well thought out; however, he believes the other ideas brought to the table were well thought out also. He asked that staff be allowed the time to get with Mrs. Flowers and bring back additional information to the board.

**Rename Multi-Purpose Center at Judson Fundamental Elementary School for Mrs. Mildred Ida Byrd Pugh.** Mrs. May noted that this action will be to begin the process which will be approximately 90 days. Mr. Abrams clarified since the building is a stand alone facility, this request will need to go to the Legislature and he understands Mrs. May will get with a local legislator to move this forward.

**Board Meeting Dates.** President Crawford announced that the first meeting in April is scheduled for April 7<sup>th</sup> which is the date most board members are returning from the National School Boards Association Conference and she is proposing that this meeting be rescheduled for April 9<sup>th</sup>. She also announced that typically in July, the board has held only one meeting; however, with the many changes being made in our schools, she recommended that at this time both dates stay on the calendar; and if closer to the date there isn't a need for both meetings, the board can make the adjustment to one meeting.

**Board Docs.** Dr. Dawkins shared with the board a response to various issues brought by board members. Ms. Phelps voiced her disappointment in not receiving information she has requested. She noted that the voting mechanism currently being used is not serving any purpose, because it is still necessary to count the votes. She shared with the board that while attending the NSBA conference last year, the voting mechanism was in place then and we still have not used it. She said her thought when first considering an electronic system was something as simple as the City Council and Parish Commission uses. She said she doesn't believe there is a need to wait, because the structure of the program not currently being utilized and asked that staff look further at her request. She also added she hopes in looking at the proposed technology for the district that this changes. Mrs. Crawford asked if Ms. Phelps will be bringing a motion regarding this matter and Ms. Phelps indicated she would bring a motion.

## **ADDITIONS**

Mrs. Bell asked that the superintendent get with the board attorney regarding a policy that addresses employees who walk off their jobs. Mr. Abrams responded there is not a board policy per se, but there is a "willful neglect of duty" policy which addresses any employee who leaves their work site or refuses to do their job.

Mrs. Bell asked about the status on renaming the library at Huntington High School.

Mrs. Bell asked that another vocational school be added in Caddo Parish that will not have the strict guidelines and will be open to all students, including overage and potential dropouts.

Mrs. Bell left the meeting at approximately 7:40 p.m.

Mr. Burton asked that staff bring the number of students who did not take the exam at Booker T. Washington for which the school received a zero. Mr. Burton also asked for the number of special education students at BTW and JS Clark who took the exam with the scoring instrument.

Ms. Phelps asked the superintendent to get with her to schedule a community meeting. She also asked that an item be added to the agenda addressing the locker rooms at Woodlawn. She also requested that the superintendent add to his report a copy of the report from Dr. Banks on her visit to Woodlawn. Ms. Phelps stated revisions were made during 2007 relative to dual enrollment being offered at a minimum in the Core curriculum and she is concerned these courses are not being offered at minimum at all the high schools. She stated her disappointment in falling short in preparing our students even when there is an opportunity from the state and she would like to hear from staff as to why this is such a struggle. Regarding the Filipino teachers, Ms. Phelps said there is some concern about these in District 6 for next year. Dr. Dawkins noted a response at board members' stations relative to this issue. Ms. Phelps also noted a recent communication with a military recruiter who posed the question to her as to how certified are the Filipino teachers, since he was aware one left the Caddo system, applied for the military, but failed the exam. She asked for further information and what is anticipated in the future.

Mrs. Crawley noted that in the CCTC Student-Parent handbook it states cell phones are not permitted on campus and this is not Caddo policy. She said she also believes it is not correct when it references the ability to "search and seize" and asked the superintendent to clarify. Dr. Dawkins said it is a part of our policy that we can conduct random searches for weapons and drugs and when this is done, sometimes cell phones that are turned on are confiscated. Mr. Abrams clarified that the policy was changed to allow cell phones to be present on campus as long as they were not turned on or visible.

Ms. Priest asked for a report on how long a student must remain at an alternative school (Oak Terrace, Hamilton Terrace, Hosston) including the types of offenses.

Mr. Rachal asked that the staff provide him a report on the teacher statistics at Bethune, number that are certified, total number of teachers, etc., basically what is the teacher make up at Bethune.

Mr. Rachal asked for clarification on board member requests as in the past he understood if it was an item under Superintendent's Report, then it would appear on the agenda. Mr. Burton explained that this item was put on long ago in order to avoid violating the "Open Meetings Law" and actually a request can be informational only and does not have to be on the agenda. He said board members wishing to make an item an agenda item is also possible here. Mrs. Crawford explained that she has spoken with the superintendent concerning this process.

Mr. Riall inquired about the student handbook and who is responsible for enforcing the dress code in the schools? Dr. Dawkins explained that everyone in the school is responsible. Mr. Riall talked about a recent visit to one of his high schools and the assistant principal continually correcting students about "pulling up their pants" and he does not understand why this continues to be tolerated in the schools. The superintendent explained that every adult in the building is responsible for helping students adhere to the dress code and when they are not, appropriate disciplinary actions should be taken.

#### **CONFIRM THE AGENDA AND CONSENT AGENDA**

Mrs. Crawford recommended Items 7, 8, 9.01-9.04, 9.08 and 9.10 as the consent agenda. *Ms. Priest moved, seconded by Mrs. Crawley, to approve the proposed agenda and consent agenda for the March 17, 2009 CPSB meeting as presented. Vote on the motion carried unanimously.*

#### **VISITORS**

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, shared with the board that next week BESE is scheduled to consider State Superintendent Pastorek's recommendation relative to term-limits, no pay, required CLU, granting local superintendents leeway relative to tenure, etc. She also said that the charter schools matter will be heard in committee on Wednesday and she believes there will be some very interesting things involved in this. Mrs. Lansdale encouraged board members to look closely at the proposed HB1 Visas attached to charter schools and that some of the administrators and teachers interested in these charter schools have a visa. She said she believes it's time to hold the State Department of Education accountable and encouraged board members to also attend these meetings. Regarding technology, Mrs. Lansdale stated this is an awesome tool today; however, teachers share with her that they do not feel relevant to their students and shared with the board examples of how teachers use technology in the classroom to even keep parents current on their children's behavior and/or performance in the class. She said in order to have world class schools, the district must also have world class teachers and encouraged the board to remember as it moves forward with a possible bond election, that Caddo is behind surrounding districts when it comes to teacher pay.

Anthony Pickett, parent, shared with the board his move to Shreveport last year with the oil and gas business and his son's experience as a student at Bethune Middle School. Mr. Pickett noted that when relocating here from Texas, everyone he talked with discouraged him from enrolling his son in Bethune Middle School and the positive experience his son has had at Bethune. Mr. Pickett stated that his background in education, as well as his wife's background, were beneficial when he talked with the staff at Bethune and Mr. Hicks, the counselor, to help his son through the transition. He shared with the board his observance of students that do not feel as though they can learn as a result of all that is going on around them, students whose parents do not have a high school diploma or a GED, students whose values are different, etc. Mr. Pickett also noted the commonalities in that they exist in low-income neighborhoods, high crime areas, high drop out rates all of which together attribute to low-performing schools. Mr. Pickett also noticed comments made at today's meeting and the holistic approach needed, and it is important that the community take ownership and responsibility for the schools and the parents must have accountability for their own children.

**Sheriff's Safety Town.** President Crawford shared with the board a plaque of appreciation from Caddo Parish Sheriff's Safety Town for the CPSB support of Safety Town.

**Adjournment.** *Mrs. Crawley moved, seconded by Ms. Priest, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 8:04 p.m.*

**March 17, 2009**

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, March 17, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Eursla Hardy, Willie Burton, Charlotte Crawley, Lola B. May (arrived at approximately 4:55 p.m.), Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong (arrived at approximately 5:35), and Dottie Bell. Also present were Superintendent Gerald Dawkins and Legal Counsel Reginald Abrams. Ms. Priest led the prayer and Pledge of Allegiance. Mrs. Crawford announced that Ms. Phelps is absent due to a death in her family.

### **CONSIDERATION OF MINUTES OF THE FEBRUARY 12, 2009 AND MARCH 3, 2009 CPSB MEETINGS**

*Mr. Burton moved, seconded by Ms. Priest, to approve the minutes of the February 12, 2009 and March 3, 2009 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 and approval. President Crawford announced that Items 7.01-7.05, 9.01-9.03, 9.05, 9.08, 9.10 and 9.15-9.16 are the consent agenda items, and items 9.09 "BoardDocs", 9.12 "Locker Rooms at Woodlawn", and 9.14 "Discipline Policy" are postponed.

### **PRESENTATIONS AND RECOGNITIONS**

**Music in Our Schools.** Mrs. Anderson announced this is "Music in Our Schools" month and at each board member's station is a cupcake from the Music Department, Kathy Rettelle, music supervisor. An invitation was extended to board members to attend the Louisiana Music Educators Band Festival on Tuesday-Thursday, March 24-26, 2009, from 9:30-3:00 at Caddo Magnet High School, at which time the Spring Music Program will be presented.

**2009 Prudential Spirit of Community Award for Louisiana.** Sean Nathan, student at Caddo Parish Middle Magnet, was recognized for receiving the 2009 Prudential Spirit of Community Award for Louisiana. Mrs. Anderson announced that Sean, along with his brother, was recognized for hosting birthday parties each month for the children at Providence House because one of the children told him one day they never had a chance to celebrate their birthday.

**United States Senate Youth Program Winner for the State of Louisiana.** Morgan Michelle Franklin, student at Caddo Parish Magnet High School, was recognized as one of two high school students in Louisiana recognized as the U.S. Senate Youth Program Winner for Louisiana. Mrs. Anderson reported that Miss Franklin just returned from Washington, D.C. where she had the opportunity to be a part of learning the inner workings of our national government, to meet the President and Justice Ginsburg.

**US Presidential Scholars Program Winners.** The following students were recognized as US Presidential Scholars Program winners: Amanda Foy and Felicity Hills, Caddo Magnet High School; and Nicholas Taylor, C. E. Byrd High School. Mrs. Anderson explained that this program recognizes some of the nation's most distinguished graduating high school seniors and is one of the nation's highest honors for seniors.

**National Certified School Counselors.** Margaret Clayton, E B Williams Stoner Hill Elementary Lab School, and Retrina Mays, Newton Smith Elementary, were recognized for attaining National Certified School Counselor status. Mrs. Anderson stated this program recognizes the master counselor, promotes the school counselors profession, and encourages professional growth of school counselors. Mrs. Anderson also shared with the board and audience a proclamation in recognition of National School Counseling Week (a copy of which is filed in the official papers of the school board).

**National Association of Minority Contractors Award.** Booker White, Caddo's Fair Share Administrator, was recognized for receiving the National Association of Minority Contractors Award for his generous commitment and support to the CPSB Fair Share Program.

Mr. Burton applauded those recognized for the various achievements and encouraged the media to also recognize them in the news.

## **UPDATE ON BETHUNE AND OTHER AU SCHOOLS**

Superintendent Dawkins reported that last week he, staff members and board members spent approximately three days in Baton Rouge attending the BESE meetings. He said they wish today to share with the board the MOUs the State Department and BESE have approved and asked Legal Counsel Abrams to bring this information to the board. Dr. Dawkins also reported that a conference call was held on Monday with the State Superintendent on the current economic conditions in the state and Mr. Lee will provide an update on this.

Legal Counsel Reggie Abrams shared with the board highlights of the MOUs between the CPSB and the State Department of Education, including those recommendations made for revisions in the MOUs and the fact that those recommended changes were not made. He explained that the MOU is an agreement between the CPSB and the RSD, and one in which he pushed for numerous changes to be made, including that the agreement be between the CPSB and the LDE, none of which happened. He noted under funding, the funds will go into the RSD, and the local district will reimburse the RSD for all actual costs incurred. Mr. Abrams also noted the contract is one that will be the same throughout Louisiana.

Mr. Abrams detailed the costs the local districts must incur for the services to be provided to the AU schools through the RSD (\$20,100), including the appendix to the contract that states an additional \$26,000, for a total of approximately \$46,000 per school, an amount that will increase each year following. He also detailed responsibilities for the RSD and the local districts and that the local board is responsible for implementing the individual School Progress Plans and they are not to change the names of the schools (AU schools) nor the programs served in this process. Mr. Abrams also explained that local districts must seek input from the RSD relative to the selection of applicants for teaching and administrative positions, and highlighted the Termination of Convenience and Termination for Cause clauses, explaining the SDE's original language and the language after his request of them for changes.

Mr. Abrams announced that the contract is for three years and if Caddo Parish and the RSD agree then the contract could terminate if the school receives an SPS of 60, a provision which after discussions was removed because he believes the SDE intends on increasing the SPS. Mr. Abrams also noted the provision for the inventory of the schools was removed from the original proposal; however, they did within the first few months ask for an inventory of Bethune, so he believes this is something that could come at a later date. He added the remainder of the contract is basically the same.

Mr. Rachal asked for clarification on the cost to the district of approximately \$368,000 a year versus an additional \$160,000 per year? Mr. Abrams said he believes that is correct and this contract is a reimbursement contract. He added the verbiage says reimbursement, and in actuality, they are to provide services and we are to reimburse them for what they do. Mr. Abrams also explained he asked them to place in the contract that they would provide a detailed statement detailing what they do in order for us to pay them within 30 days, but they did not put it in the contract. Mr. Abrams explained they are actually passing their cost for monitoring to the local school systems. Mr. Rachal asked if he understands correctly that they did not agree to anything we asked, but we are just to pay them without justification? Mr. Abrams responded he believes they will submit an invoice in detail, because detail is usually what they ask of us. Mr. Rachal asked if BESE in essence said they do not care what the Caddo Parish School Board nor the community says, but BESE wanted to see this prior to the local board seeing it? Dr. Dawkins explained that the instructions to us were to send it to them first prior to it coming to the local board. He added the team traveling to Baton Rouge spoke to this at the meeting. Mr. Abrams explained this request was submitted during the LSBA convention with a response expected on the following Tuesday. Mr. Rachal stated he believes this appears to be a government of the one, by the one, and for the one and he would like Mr. Pastorek to travel here and visit with the community.

Mr. Abrams said he does give them credit for negotiating on the termination provisions. Mr. Rachal inquired as to how much we are currently paying for Bethune? Mr. Lee responded he wasn't sure there was any administrative cost involved in the MOU for Bethune (however he later in the meeting corrected this statement and announced that it is \$25,000). Mr. Abrams explained that the cost involved in the MOUs is standard per school for every school in the state. Mr. Rachal stated he does not agree with this, as this is the state taking our money. Mr. Rachal also asked about the local district and the requirement that we must receive their input on applicants? Mr. Abrams said the attorney explained to him that Caddo can follow what is in the SPP since the state has said what Dr. Dawkins has provided that Caddo will do is sufficient; however, they will not change the MOU for Caddo Parish because they want a standard document to be used throughout the state. Also, Mr. Abrams explained that many of the others on which an MOU is being imposed do not have a plan like Caddo has submitted. Mr. Rachal said he does not agree with this either and noted recent comments by State Superintendent Pastorek that he does not want local school boards to approve hirings in the future because he feels local boards are micromanaging, but he believes Mr. Pastorek is micromanaging from Baton Rouge. Mr. Rachal said he hopes this board will vote to strike this from the MOU. Mr. Abrams explained that if the board does so, the contract would then have to go back to BESE for approval of any exceptions to the other MOUs.

Superintendent Dawkins explained that a major issue since submitting the original plan is the amount of time it takes to get a response, and any delays now, since principals are being interviewed, will deter staff from moving forward and being prepared for the start of school. Mr. Abrams said he doesn't recommend we go back and do this, because we have been told we can follow the SPPs and move forward with our plan until they tell us different and if we don't take their provision, the state could immediately place us in the RSD.

Mr. Rachal asked if the Termination of Convenience as it is currently worded will remain in the contract? Mr. Abrams responded yes and they want to leave it as is in the event the State Legislature eliminates the RSD, they want to be able to get out of the contract. Mr. Rachal asked if the time period of July 1, 2009–June 20, 2012 is correct?, and Mr. Abrams responded it is. Mr. Rachal asked if the contract is three years with an option of an additional three years? Mr. Abrams responded that is correct and the option must be agreed upon by the local district. Mr. Rachal noted that he personally would like to see all the paperwork our teachers, counselors, administrators must complete and submit on a weekly/monthly basis in all this process. Dr. Dawkins responded that staff can provide this information and noted the intensive process to put the School Progress Plans together.

Mrs. Crawford asked if Louisiana Law gives State Superintendent Pastorek five years once they take control? Mr. Abrams reminded them that we are not in the RSD, and once you are placed in the RSD, it is five years. He added that the two schools they have taken (Linear and Linwood) are subject to the five year rule.

Mrs. Crawley asked the superintendent if he included in The Caddo Plan a superintendent position for these eight schools? Dr. Dawkins explained that his plan includes a chief academic officer, which he intends to address later in the meeting, who will be responsible for the AU schools. Mrs. Crawley stated that with our consent, this contract will go for six years, and asked could we not move forward and continue to argue the point of being removed from a contract once a school reaches an SPS of 60? Mrs. Crawley asked could we not refuse to sign this contract contingent upon ...? Mr. Abrams said this was brought out long before the meeting because the attorney stated that BESE wanted the 60 SPS included and it was an error when it was removed. However, he later learned what the state superintendent had decided. Mrs. Crawley said if this went to BESE, could we not get it through them? She also asked about the approval by the RSD with BESE's approval and didn't BESE put in this provision? Mr. Abrams stated that he is the one that told them this. Mrs. Crawley said she heard the conversation with BESE that they want everything to come to them for approval. Mr. Abrams also said the original contract, before it went to BESE that day, included a provision that they could terminate the contracts by a letter from the State Superintendent. Mrs. Crawley said she believes they are on the same wave length with BESE, however she would insist that the SPS be included, along with a total of how much we will be spending each year on these eight schools, as well as the cost of The Caddo Plan and the \$370,000. Dr. Dawkins did explain that the cost for the Chief Academic Officer will likely be budget neutral. Mrs. Crawley also added that after discussions with the



charters, she is uncertain that these will be wanted in the RSD. Mr. Abrams added that he doesn't believe the SPS of 60 will be changed, because that will mean they would have to change it throughout the state and they would not agree to it before. He also noted the discussion at the LSBA meeting and the number of votes needed in order to make things happen and at this time, he doesn't see there being enough votes to overturn this decision. Mrs. Crawley applauded Mr. Lee (District 4 BESE Representative) for the good job at the last BESE meeting. Mrs. Crawley asked if they just decided it would cost double the amount for the eight schools versus Bethune? Mr. Abrams stated he is unsure how they arrived at the amount so noted and their attorney explained to him the \$20,100 total cost per school and the number in the appendix. The attorney said the total amount is \$20,100 and the other cost was a work sheet and is not what it would actually be. He further stated that the superintendent went to the meeting and they submitted what he believes is paragraph five and the appendix. He added he believes what the attorney stated was wrong and he has emailed something to the attorney to clarify if the amount is \$20,100 or is it \$20,100 plus what is in the appendix, and the response was it is both. Mr. Abrams said he believes one of the contracts addresses the consultants working with us (JBHM) and the other (\$20,100) will be something else. Mrs. Crawley asked if it matters how we vote on this? Mr. Abrams said he believes it does, because the board either votes to approve it or BESE will vote to place the schools in the RSD.

Ms. Priest asked Mr. Abrams if he knows whether or not we will be invoiced with an itemized list of services provided? Mr. Abrams shared with the board what he sent as verbiage addressing this matter, and none of this was considered. Ms. Priest asked if state law provides for the State Department of Education and BESE this type of latitude? She also asked for Mr. Abrams to define the difference between contract and negotiation? Mr. Abrams stated that a contract is an agreement between two parties to provide services, and either one will be the provider of the service and the other will pay for the service mutually agreed upon. He added that as he stated this is not like a real negotiation because in actuality they knew going in unless we do what they say, they will put our schools in the RSD. He said they do have wide range latitude, because they have the ability to contract and we have the ability to contract between school districts to provide services, and the RSD is a separate school district developed by the LDE based on the statute. He said they are using this as a way to provide services to us, and it could have been like Bethune where the LDE contracted and provided services for a certain amount and contracted with JBHM to provide the same services. However, they decided to require that it go through the RSD and the RSD will actually receive the funding. Ms. Priest asked to whom are we accountable to – the citizens of Caddo Parish or the State Department of Education and BESE? Mr. Abrams responded you are accountable to both mainly because if you were in the RSD, you will lose funding for those Caddo schools in the RSD (Linear and Linwood), to include MFP dollars and local funding. Mr. Abrams stated that the constitution allows this to happen and by entering into a MOU, you are making certain that you maintain local control and can provide services they need.

Ms. Priest asked about the "Scope of Oversight" section and the Caddo Parish School District will submit to the RSD rules for determining eligibility and any revisions needing approval of the RSD? She asked if the RSD supersedes Bulletin 111 which addresses the reconfiguration and the reference to LDE and not RSD? Mr. Abrams responded there is a provision in the contract that states nothing shall enter the operation under any school district and the statement that nothing shall permit the school districts to re-establish school attendance..... and he would use this provision to say anything that would affect any court order, or anything with the Consent Decree, or anything dealing with our consent order would supersede this. He added that everything we have submitted re: attendance, feeder schools, etc. has been approved.

Mrs. Bell shared with Mr. Rachal that he was on target because when in attendance at the meeting, the state superintendent wants to move the board and have the superintendents answer to him. She said she too picked up on the comments at the meeting and that he wanted Dr. Dawkins to say we approved it, but Dr. Dawkins kept telling them it had not gone to the board. Mrs. Bell stated she doesn't believe the BESE board has looked at the MOUs and she is concerned that there is nothing in the MOUs addressing what will happen to the students in the eight schools; but it is only about money and what we will do. She asked who all was in the negotiating process? Mr. Abrams confirmed it was he and their attorney and Dr. Dawkins was also in the room. He said they went through each item and submitted the changes to their attorney and later that evening Superintendent Dawkins received a revised MOU and upon review, none of the changes were made. Mrs. Bell asked what would happen if Caddo was a

district that could not pay the \$46,000 per school? Mr. Abrams responded that is a concern of his, because he doesn't know how some districts will be able to pay this amount. Mrs. Bell asked should we not look at the MOUs of other districts, i.e. East Baton Rouge, because she feels like this document is the only one for us and that there is a different document for New Orleans and also for Baton Rouge. Mr. Abrams responded it is his understanding from the attorney that the MOU was submitted in a format that allows the district to fill in the blanks according to each individual district and that it is the same throughout the state for all the schools. He added that Baton Rouge's may be similar to what Caddo had with Bethune, but now all schools are to have the same MOU, and noted the workshop held in Caddo several weeks prior for all the North Louisiana districts. Jim Lee explained that during the workshop they presented a shell of Appendix A which was all the costs for each school that has been presented to the board in the past. He added that included in that was the \$26,000 monitoring fee we had to add to each school. Mr. Lee stated he believes this will go to an outside consultant such as JBHM plus the \$20,000 stated in the body of the MOU. Mrs. Bell asked for clarification that Caddo paid \$25,000 for Bethune. Mr. Lee confirmed that is correct. Mrs. Bell asked for an explanation as to what the \$25,000 was spent for? Mr. Lee stated that staff would need to go back and pull the invoices, but referred the specific questions to instructional staff. Ms. Edwards explained that the first year the state paid for consultants for the AU schools and the second year the state asked that the district's Title I program budget \$25,000 to cover a monthly report on the scholastic audit, the rubric, and the components each school needs to work on. Mrs. Bell asked for clarification if we are paying someone to walk through the schools, look in the classroom and make sure the teacher is doing certain things, and we are paying them \$45,000 and now we are being asked to pay an additional \$26,000 to each school for a contract for someone to observe, and they are not telling us what they are doing to help the child? Mrs. Bell stated she would like to get a breakdown of the cost and what each consultant will be doing to help our students. Mrs. Bell asked the superintendent how many times did the groups go into the schools to observe for \$25,000, and what did they tell the teachers and principals? Mrs. Bell said just as they are scrutinizing us, we need to do the same thing with them when we are giving them money to help improve the scores. She asked the superintendent if money that has been set aside in the Caddo Plan can be used for these consultants? The superintendent reminded the board that Mr. Lee reported we already have \$25,000 approved by the board in the plan and based on the Bethune experience; so, in actuality, the \$20,000 is what is being discussed, and staff is hopeful to be able to offset some of this expense with the stimulus moneys. He further stated that the school progress plan shared with the board at the last meeting outlines The Caddo Plan which includes monitoring procedures, etc. Mrs. Bell said she understands this plan as it is the superintendent's plan; however, she wants to see where the students will learn. Mr. Lee confirmed that the \$26,000 per school was not included. Mrs. Bell asked for an explanation on the difference between MOU and RSD? Reggie Abrams explained that the MOU (Memorandum of Understanding) is between the local district and the LDE's RSD, and we provide the services to Caddo Parish students for those schools, and it is required that we pay each consultant a stated amount of money. He further stated that the \$20,100 is for administrative expenses and this includes the monitoring and intervention support, which is an amount the State did not charge the local district in the agreement for Bethune. He added he only sat in on the session a short amount of time when they described what they will be doing for the school district and the services they will provide services to get paid and he has asked for additional information on the actual costs, and a detailed account of services provided. Mrs. Bell asked if the group hired has ever been before the board to explain exactly what they will be doing? Mrs. Bell asked if we could invite the consultants to appear before the board to answer questions about our students? Mr. Abrams explained that the contract is not between the district and the consultant, but it is actually between them and the State Department of Education, and they will provide invoices for what the state says are our problems and they are to fix. Mrs. Bell asked if a student does not wish to attend one of the charter schools, do we have a school for them to do so? Also, if we keep the students at Linear, for example, where would we place them since we no longer have Linear? Dr. Dawkins explained there is nothing we can do with Linear, but Caddo is certainly within its authority to reconfigure schools as we see fit and the board will be hearing additional information in this regard in the near future.

Ms. Priest stated that is the question she had on 5B as it relates to reconfiguration and Mr. Abrams confirmed it is highly possible it will end up a battle, because it states if the district wants to reconfigure attendance zones, LDE approval is required. Ms. Priest restated that it clearly states it is the LDE and not the RSD. Mr. Abrams noted on the contract that it states "The LDE's RSD" which means it will require some approval from the Louisiana Department of

Education. Dr. Dawkins added that the reconfiguration of any school requires this. Mr. Abrams said he believes the issue will be whether or not the reconfigured lines affect other charter schools.

Mrs. Armstrong asked about the MFP following the student and the fact that the information at board member's stations indicates there are enumerable students already attending schools out of their neighborhood district. She asked where will the MFP funding for the students in AU go if they have chosen to attend another school? Mr. Abrams said at the present time, there are many options where students can attend. Mr. Lee explained if the student stays at another school within the district, then the money stays with Caddo; but if they choose to go to a Charter district, the money will follow them. Mrs. Armstrong asked for clarification of a previous statement that we would lose local funding, because this is a separate issue? Mr. Abrams said the statute and Louisiana Constitution clearly state "per student" and it's based on per rata (how many students are in that particular school district). However, he is uncertain how it is actually calculated. Mr. Lee said based on discussions as to how they did it for Baton Rouge last year, the MFP money will follow the student, and regarding tax dollars, they will take a ratio of how many students left the public school district and enrolled in a charter school (percentage of property and sales tax revenue) and reduce the MFP further the next year for that amount of tax revenue. Mr. Abrams explained they would not have to send a bill, but would self-perpetuate themselves. Mrs. Armstrong also asked about JBHM providing services at Bethune and if anyone on our staff could highlight specific support services this company is rendering at Bethune? Ms. Edwards stated that JBHM was contracted with for Linear and J S Clark; however last year, staff met with Dr. Kerry Laster who recommended CORE for Bethune because so many students (two-thirds) were reading below grade level. She added their consultant would come in and work with the teachers on literacy strategies and the other three schools work on professional development, walkthroughs with principals and assistant principals, scholastic audits, and school improvement plans. Mrs. Armstrong inquired as to how often the consultants were in the schools? Ms. Edwards indicated at least once a month, and some come on Saturdays and work with some of the teachers. Mrs. Armstrong asked who pays for the teachers to do this extra professional development? Ms. Edwards explained if teachers come on Saturday, they can be paid a stipend through their Title I School Improvement Fund. Mrs. Armstrong asked when they are actually in the school, how long do they stay? Ms. Edwards said one-half to one day. Mrs. Armstrong asked if staff has observed the consultant? Ms. Edwards said she did after the state recommended them and her concern still is they helped with the training for the school progress plan and they already worked in our AU elementary schools. Mrs. Armstrong stated that anyone in a school for any period of time knows that absolutely nothing can be accomplished in one-half to one day a month and if that is what we are being billed for, she believes they need to rethink what they are doing.

Mr. Riall left the meeting at approximately 6:00 p.m.

Mr. Ramsey asked the superintendent what is his recommendation? Dr. Dawkins stated a lot of time has passed since Caddo first submitted its plan, which is the same plan we have now. He added staff is in the midst of staffing the schools and he wants to move forward on behalf of the children, because the facts are clear, the data is refutable, and his recommendation is to move forward with the plan. He added there are some issues that need to be addressed, but he has been unable to understand how to make things happen after spending much time in Baton Rouge.

Mr. Ramsey stated he knows the dollars are adding up and at some point we will hit a wall with the tough economics ahead. Dr. Dawkins said the state has already given us some bad news and Mr. Lee will be sharing that information with the board. He said part of the planning the district must do beyond this is the fiscal help of the district moving forward. The superintendent reminded the board the necessity of looking at the facilities and how we do business and that some of the data we will receive may even change the face of the school district, because we cannot operate the same and move forward.

Mr. Ramsey pointed out that the district not only has some major issues to address with the 8 AU schools and the two in the RSD, but the twenty schools that are in jeopardy of being taken over by the state. He said he believes the eight AU schools will have a tremendous impact on the other remaining 64, i.e staffing, funding, programs, etc. and it will be important to be very careful how they are done. Mr. Ramsey added that with the morale being as low as it is, he too believes it is time to move forward while at the same time staying focused on the cost and trying

to get as much as possible for the dollars we spend. Dr. Dawkins added he believes this school district is about to move into uncharted waters and all the resources must go toward educating the children in Caddo Parish, and announced he will bring information to the board over the next few months in an effort to address these important matters.

Mrs. Armstrong asked about Dr. Sheffield's exit and if anyone has been placed in that position? Dr. Dawkins explained he met another gentleman who might possibly be the next person, but he has not had any specific information. Mrs. Armstrong asked the superintendent if it will be possible to engage JBHM in conversation about strategic planning and services in the schools? She said it appears this is nothing more than a smoke screen as they are not doing anything of any value, but only adding additional paperwork for the teachers. She stated that every form teachers must spend time filling out takes away from time of services to students. Dr. Dawkins explained that under the MOU, as explained by Mr. Abrams, we are not hiring JBHM, but school progress plans as well as Scope of Work being done will be brought to the board. Mrs. Armstrong asked if it is possible to supervise the work this group is supposedly doing in our schools? Dr. Dawkins said that any help and assistance that comes from the state, the district will want to be closely aligned to it so if it is not helping, we can stay on track. Mrs. Armstrong expressed her appreciation to Dr. Dawkins for all the work he is doing to move the district forward.

Ms. Priest stated that month after month the board has been addressing the updates on the agenda and she believes it is basically a recycling of information over and over. She stated that areas of concern, areas for improvement and next steps to be taken are listed the same every month and as a result, it appears that nothing is happening. Ms. Priest highly recommended the board's support of the Caddo Plan and the accomplishments that can be made under this plan. She said we need to support Dr. Dawkins and give him and the district the opportunity to succeed, understanding that the board will need to make some extremely hard, unpopular decisions in the schools. Ms. Priest said we need to make sure that what we are putting in place will help make the Caddo Plan happen.

Mr. Abrams referenced comments made during the LSBA convention regarding the schools in New Orleans being taken over with SPS scores of 80 and how some of our schools went into AU status when they went from 45 to 60. He stated his concern in how they change from one score to the next and he believes the question is when will they change it from 80 to the next score. At that point, he believes you would have a budget item the board would not be able to handle in Caddo Parish. He said he believes there needs to be legislation that gets the SP scores relationship with something tangible other than it being arbitrary and a decision made one day they will change the numbers by 15 points and put a tremendous impact on budgets.

Mrs. Crawford stated that is a concern of hers because the first time Mr. Pastorek came to Shreveport, he said he was not going to change the School Performance Scores, and the second time, he emphatically said he was going to change the SPS and make it higher.

Mrs. Bell commented that Katrina destroyed all the schools, so they had to start over with anything, and she believes they are continuing to drain Caddo and place the money in New Orleans to help them.

Dr. Dawkins also reported on a conference call held on Monday and asked Jim Lee to share with the board some of the things learned. Mr. Lee reported he attended the Finance Committee meeting prior to the BESE meeting at which time it was announced what MFP dollar amount Caddo could potentially lose. He explained that currently it appears they will take the dollars off the top, but there is a slight chance we could get the funds back depending on how well the schools are marketed and if we keep students from the two schools. He announced to the board that Caddo's MFP will drop next year and explained that historically BESE has submitted to the Governor a 2¾% increase in the base per pupil cost and this year a decision was made to keep it flat. Mr. Lee stated that we had a slight decrease in student population from last year, so we would have been reduced a small amount just because the numbers were kept flat. Also, on top of that, they have allocated an amount based on the current number of students at Linear and Linwood at a total of \$6 million that will be taken off. This means that Caddo's initial budget when brought to the board will reflect an approximate \$7 million decrease in the MFP. He added that the bottom line will be where the students are on October 1<sup>st</sup> is where the money will be. On top of MFP, Mr. Lee announced there will be additional cuts in areas such as high school

redesign, national board certified employees, et.al. Mr. Lee added there is a way we can get some of these funds back because of a provision when a state cuts a program entirely, we can use Federal funding if it is at a Title I school. Regarding the Caddo Plan and the \$11 million the board approved for this in January, this did not include Bethune, the \$26,000 for the consultants, nor the \$20,000 that the state will charge us, so it will be necessary to revise the budget and look at other funding sources for these expenditures. Lastly, Mr. Lee announced that the national board certified employees, of which Caddo has five different groups (teachers, counselors, psychologists, social workers and speech pathologists) and that the teachers and counselors must be paid the additional \$5,000 whether or not the State Legislature provides it, which means the local district must come up with the money. Also, funding for the national certified counselors will be cut completely next year unless the Legislature changes what the Governor has sent to them. He said Caddo currently has approximately 37 certified counselors and this will mean about \$225,000 annually to cover this \$5,000 and benefits. Mr. Lee announced that the board can send resolutions to the Legislature encouraging them to change this law. Also, if we don't maintain the students at Linear and Linwood, Caddo could lose an additional amount of money from the local tax revenue.

Dr. Dawkins added that he believes Louisiana is about 2-3 years behind the curve and the decisions on how schools operate and where priorities are in terms of running school systems will soon become very clear, very quickly, and means Caddo will need to make some decisions based on good information. He stated there is an obligation to the community and he is obligated to the board to bring the kind of information it needs to make good recommendations for the next 5 to 15 years in order to have a viable, strong school system for the children in this community. Dr. Dawkins stated this is a critical time in the history of Caddo's School System and is only the tip of the iceberg, and in hoping that the economic conditions improve, but if not, it is important that we plan for a scenario that includes good and bad times, with the priority being what happens in our schools everyday. Regarding the stimulus package, Mr. Lee reported we do not have any information todate; however, he will be attending a meeting next Monday to discuss this further with all the superintendents and he will also be attempting to get additional information at a meeting of School Business Officials in April.

Mrs. Crawford asked about the \$6 million amount that Caddo will lose if we don't retain the students at Linear and Linwood and how they arrived at this amount? Mr. Lee explained that based on the per pupil amount and any at risk students at the higher ratio, they took this amount and multiplied it by the number of students to arrive at the \$6 million figure.

Mrs. Bell asked the superintendent if, since the \$6 million is coming off the top and we no longer have control of Linear and Linwood, these two schools are in The Caddo Plan? Dr. Dawkins explained the original presentation included these two schools, but the plan the board approved did not include them.

Mr. Rachal asked about the legislation mentioned and how does the state put educational funds in its budget? Mr. Lee said he can verify this, but he believes it is in the General Fund. Mr. Rachal stated that the Legislature deems education so high that each Legislator that sought election stated in their campaigns the importance of education. However, when it comes time for the rubber to hit the road, they actually hit the road. Mr. Rachal added he believes the State Legislators need to look closely at this, because it seems the first thing scratched is education, even though when they were campaigning, education was a very high priority. He said he sincerely hopes the State gets this message, because he believes there is a one-man show in Baton Rouge that is out of control. Mr. Rachal also shared it appears the tough times have reached us and as hard as Caddo has tried and has kept its budget even in fiscally tough times, it has the reserves to address these issues and do what needs to be done, and they are cutting their budget.

## **CONFIRM THE CONSENT AGENDA**

*Mrs. Crawley moved, seconded by Mr. Rachal, to confirm the consent agenda (7.01-7.05, 9.01-9.03, 9.05, 9.08, 9.10 and 9.15-9.16). 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 board approved the following personnel recommendation as recommended by the superintendent and included in the mailout: Beverly Hudson, acting principal, Linwood Middle School, for the duration of the 2008-09 school year.

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

Certified

Catastrophic Leave, February 20, 2009 – March 25, 2009

Maxteshia W. Rattler, Teacher, Judson Magnet, 9 years

Catastrophic Leave, May 1, 2009 – June 1, 2009

Elizabeth Just, Teacher, Mooretown, 33 years

Leave Without Pay, February 19, 2009 – May 30, 2009

Capathia B. Givens, Teacher, Fair Park High School, 13 years

Leave Without Pay, March 1, 2009 – June 29, 2009

Valerie Crownover, Teacher, Shreve Island, 2 years

Sabbatical Leave (Study), Fall Semester 2009 – Spring Semester 2010

Susan L. Tompkins, Teacher, Northwood, 7 years

Classified

Leave Without Pay, March 2, 2009 – June 1, 2009

Gary Cooper, Jr., Teacher's Aide, Fair Park High School, 7 months

Catastrophic Leave, February 27, 2009 – April 9, 2009

James Taylor, Bus Driver, Transportation Dept., 10 Years

Leave Without Pay, February 6, 2009 – May 29, 2009

Linda Rigdon, Food Service Clerk, 81<sup>st</sup> ECE, 3 years

**7.03 Personnel Transaction Reports.** The board approved the other personnel transaction reports for the period of January 24, 2009 – February 25, 2009 as submitted in the mailout.

**7.04 Renewal of Promotional or Administrative Appointment Contracts.** The board approved renewal of the administrative appointment contracts as recommended by the superintendent and included in the mailout for Dr. Lila Finney, Pamela Fite and Walter Brown.

**7.05 Approval of Employee Termination.** The board moved to rescind the January 26, 2009 termination of employee and accept same employee's voluntary resignation effective January 26, 2009 in accordance with the resignation agreement.

### **Agenda Item No. 9**

**9.01 Approval to Seek Bids for Replacement of Email Servers.** The board moved to authorize staff to solicit bid proposals for email servers as requested in the mailout.

**9.02 Approval of Professional Services to Upgrade Email Servers.** The board approved to engage the professional services of Novacoast – IT Professional Services for an email server upgrade as submitted in the mailout.

**9.03 Youth Enrichment Program Agreement for 2009-2010.** The board approved the 2009-2010 agreement with the Youth Enrichment Program for continuation of the YEP after-school program as submitted in the mailout.

**9.05 Proposed Locally Initiated Elective for 2008-09.** The board approved the request to add English III Gifted AP for enriched credit as submitted in the mailout.

**9.08 Board Meeting Dates (April).** The board approved changing the April 7, 2009 Executive Committee/Board Work Session to Thursday, April 9, 2009.

**9.10 2007-08 Financial Audit.** The board moved to accept the 2007-08 financial audit as submitted in the mailout.

**9.15 Caddo Educational Excellence Fund.** The board moved to accept the recommendation of the Caddo Educational Excellence Fund Committee as recommended by the superintendent and included in the mailout.

**9.16 Addition of Law Firm of Bradley, Murchison, Kelly & Shea.** The board moved that Bradley, Murchison, Kelly & Shea (contact will be Dale Cox) be added to the CPSB approved lawyers list replacing the former Lemle Kelleher, based on the same terms and conditions applicable to Lemle Kelleher.

## **VISITORS**

Irma Rogers addressed the board on matters of concern relative to Linear Middle School. She stated that at the last meeting she addressed the board and provided signatures requesting that the board attempt to encourage the state not to take Linear Middle School. She added that since this has happened, and in view of the comments by Michael McCafferty on the state takeover in New Orleans, she asked the board to consider the children who will not be accepted by the charter school and an alternative school for them. Mrs. Rogers also commented on board members' comments regarding "taxation without representation", and the board to consider contacting our Legislators regarding how the schools in the historical MLK area are being affected and where is the consideration of children in the process.

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, invited board members to attend the CFT's luncheon and the opportunity to talk with the local Legislative delegation regarding such issues as have been discussed earlier in the meeting. She said the CFT will present its Legislative Program which includes a position on the challenge to local control of the school board, tenure and professional pay (inclusive of national board certified pay), unencumbered time, alternative education, extended day compensation, parental involvement in student discipline and a call for a comparative review of the high stakes testing instrument. The luncheon will be held at the Caddo Career and Technology on Wednesday, March 25<sup>th</sup> at 11:30 a.m. Mrs. Lansdale also invited board members to attend the Most Improved Student Celebration on April 22<sup>nd</sup> at 6:00 p.m. at the Louisiana State Exhibit Museum Auditorium, as well as one of their Tuesday, Wednesday, or Thursday, from 4-5 p.m., Caddo Fed After Hours training programs where teachers are helping teachers. Mrs. Lansdale also announced that every Tuesday is Teacher Tip Tuesday where tips from Caddo educators are shared via email and encouraged board members and the superintendent to submit their tips to be shared and if it is selected receive \$25.00. Mrs. Lansdale announced that on March 4<sup>th</sup> the CFT/SP held its annual Support Personnel Conference which included a number of workshops instructed by Caddo's teachers' aides, security coordinators and bus drivers. She stated that CFT/SP members (Caddo employees) were trained in managing student behavior, ergonomics and thinking math strategies. Mrs. Lansdale stated appreciation for the opportunity afforded by Superintendent Dawkins to come together and work for the success of the school system.

## **BIDS – CONSTRUCTION**

*Mr. Rachal moved, seconded by Mrs. Crawley, to approve the following bids as recommended by the superintendent and included in the mailout on the bid tabulation sheets: (1) Fitzgerald's Contractors, LLC, with a Base Bid, for the sum total of \$1,342,000, for Project 2010-506, HVAC Upgrade at Oak Terrace; (2) Synergy Seating Solutions, LLC, with a Base Bid and Alternate 1, for the sum total of \$56,430, for Project 2009-206C, Lakeshore Auditorium Seating Modifications.* Mr. Rachal expressed his concern for the millions of dollars being spent and we still have not received the results of a study on the facilities. He stated again that he believes there needs to be some consolidations, closings, alternative schools and maybe some over-age schools. Mr. Rachal stated he understands we are required by the bond issue approved by the voters in 2004 as to how this money is spent, but he believes in some of these projects we are actually getting the cart before the horse. He encouraged the board to be mindful of this and to be cautious in these type decisions until the study of the facilities is done and recommendations received. *Vote on the motion carried unanimously.*

## **ASSISTANCE TO AA, AU1, AU2 SCHOOLS AND SUMMER REMEDIATION**

Mr. Rachal asked the superintendent if we have done everything we can to provide for the students at these schools? Dr. Dawkins responded that based on the scores, staff has worked

hard on what is being proposed for the board's consideration to give these students the support they need to keep from failing. He added he believes staff is attempting to be pro-active in addressing these issues and believes Target Teach is a program that has been successful in engaging teachers and students in the classroom. Mr. Rachal asked if staff believes we have been implementing or getting the teachers to implement the wrong strategy over the past few years? Dr. Dawkins responded that we have not seen the results and we believe this will give a fresh, consistent start with all these schools and staff can make sure it is implemented and monitored with the fidelity to give us the success needed. Dr. Dawkins noted that in looking at the school system, not only from the structural standpoint, but also from an operational standpoint, there are some things we should not be doing because we are not seeing the results. Dr. Dawkins stated that we will not continue to support those things that have not given us the results academically or operationally.

*Mr. Burton called for a Point of Order and the need to have a motion on the floor in order to discuss an agenda item.*

*Mr. Burton moved, seconded by Ms. Priest, to approve General Fund expenditure of \$300,570 for assistance to AA, AU1 & AU2 Schools and Summer Remediation as recommended by the superintendent and submitted in the mailout.*

Mr. Rachal asked if we believe the communities and neighborhoods are supporting these schools? The superintendent stated he believes the parents in these neighborhoods want what is best for their children. Mr. Rachal stated that he doesn't want to be spending money just to be spending for money's sake and he also wants the community to see we have hired a superintendent that is looking forward and that the board is working with him to get things done. He said he knows there will be some tough decisions to be made by the board and we need the community to stand up and be a part on a daily basis. Mrs. Bell stated that her community held a meeting in the fall and will do so in the spring and is behind the superintendent.

Ms. Priest echoed the comments and that there are several schools in District 7 on the list and noted the overwhelming community and parental support; however, the main focus here is what is in the best interest of children.

Mrs. May stated there are schools in the District 5 community holding community meetings on Sunday so parents who work all week can attend. She said she has seen a tremendous increase in attendance at Fair Park High School because of the strong alumni chapter work there and work throughout the district to enhance these schools.

Mrs. Crawford stated that while this is for teaching and summer remediation, to her a good teacher is always looking for better programs, techniques, and ways to do things than the way they have been done. She believes this will allow going into schools, look at how things are being done, and tell the ones that are doing things right that they are and the ones that need some help to provide it for them.

*Vote on the motion carried unanimously.*

## **PROPOSED LOCALLY INITIATED ELECTIVES FOR SY2009-10**

*Mr. Ramsey moved, seconded by Mrs. Hardy, to approve the request to add Fashion Styling and Makeup Artistry for general credit as submitted in the mailout.* Mr. Ramsey stated he believes this is simply an extension of an existing course work at the school and as a result of over two years of collaboration of the Advisory Council Committee members and those in the film industry. He said there has been much discussion around the state and community about providing additional vocational technical skills for our students and he believes this is a prime example of the school's leadership with the community to step out and do just so. He shared with the board members information relative to the coursework at the Caddo Career and Technology and that all eleven high schools are involved in this program. Regarding the Fashion Design program, Mr. Ramsey noted there are 42 students involved with all schools but one being represented, and he commended the collaborative efforts between the community, the business community and the film industry to add some components to the course to address the demand for skilled labor. He said he believes this is what high school redesign is about and when you have an existing curriculum, there is always a need to tweak it, improve it and make it better,



which is what he believes the leadership at this school did. He urged the board to support the motion on the floor. He asked Dr. Dawkins if you wish to tweak and improve existing curriculum is there a need to bring it to the board especially if you are using the same teachers and there is no additional cost? He also added that all the scores and grades go back to the home school and noted the many opportunities offered to students across the parish that would not be able to be afforded otherwise, and that once this is approved, it can be added at any school by the principal hiring a teacher as part of their staffing formula and provide the course. Mr. Ramsey stated this is something good for the students, good for the business community, and encouraged the board to support the motion.

Ms. Priest asked the superintendent how this will impact Green Oaks becoming a Performing Arts School as part of the Caddo Plan and will all eight of the artistic disciplines be incorporated at Green Oaks, which will also include this service; and if that is the case, we also have programs at Booker T. Washington that somewhat complement this as well? Superintendent Dawkins responded that all points made are excellent ones and the plan is to make Green Oaks a Performing Arts School with all the elements in place. He said there are relationships at all these places for this course and once it is approved it can be in more than one location, which is a key piece for him. Dr. Dawkins said he hopes we will be able to bring our students back, and he doesn't believe this deters from The Caddo Plan if added at another location. He added he believes the program at Booker T. Washington could be enhanced by a program like this.

Mrs. Bell stated that in looking at the list she has a problem with the Caddo Career Center because she believes the reason Booker T. Washington only has one here and there is because the Career Center has criteria the students must meet. Mrs. Bell said the Barber Program was approved for Booker T. Washington last year as well as the cosmetology and media program; and if we continue to duplicate these programs at the Career Center, none of our children will get a chance so she believes the program needs to be at Booker T. Washington and the Green Oaks Performing Arts School. Dr. Dawkins stated he is unaware of the 2.0 or 2.5 requirement at the Career Center; and if it is in place, it needs to be addressed, because he believes some of these students could soar if offered the opportunity to be exposed to some of these programs. Mrs. Bell said that is why at every board meeting she requests that staff look at creating a career vocational technical school for over-age students and potential drop outs. Ms. Priest said they must also be a junior or a senior to attend. Mrs. Bell said one of the requirements is the student must also take their Core subjects at their home school which leaves out the high school students at Booker T. Washington and Fair Park. She said she believes this program needs to stay at Booker T. Washington or Green Oaks and offer something for those students who are unable to go to the Career Center.

Mr. Burton stated he understands any high school would be able to offer the same type programs; however, he wants to be more specific. *Mr. Burton moved, seconded by Mrs. Crawley, to amend the proposal to include the same language for Fashion Design and Makeup Artistry in schools like Booker T. Washington with the cosmetology program and telecommunications program and the creative program at Green Oaks with the stipulation that the criteria for admittance be evaluated by the Central Office staff and the staffs at these schools.* Mr. Burton said his effort is not to usurp the programs at the Career Center, but to make sure that we do not usurp the programs at Booker T. Washington, Green Oaks or any other school. He noted there are students who need these type programs to motivate them and we need to stop looking at traditions and try to help these schools and encourage enrollment. Dr. Dawkins said if there are barriers to students getting in, he wants to look at this, because this is a concern. Mrs. Armstrong stated she believes this needs to be postponed so that the superintendent can evaluate what is listed in the description of the course work so the wording of the programs at BTW and Green Oaks and the Career Center can be coordinated. Mrs. Armstrong asked with the staff's present work load if a month would be long enough to postpone this item? The superintendent said he believes the curriculum is pretty clear and the program description is clear and the only issue is where should it be located and for him, it's where access is an issue for any child to be able to take advantage of this opportunity.

Mr. Ramsey stated if the amendment is that any school can duplicate the course work once it is approved, he wonders why it's necessary for an amendment. He said he doesn't believe we can hire 11 automotive technician teachers (one for each high school), nor can we hire 11 Fashion Design teachers (one for each high school), and he is concerned about the students already in this program and their expectations to move forward. He added he doesn't believe the numbers are

high enough at any one of the schools to be able to shut any of them down. Regarding the 2.0 and the amendment, Mr. Ramsey asked what expectations are attempting to be included as he believes we are looking at a school with a reputation of being the best of its type in the State of Louisiana, and this is only a matter of staffing.

Mr. Burton said his amendment includes consultation between the superintendent, the staff at Central Office and the staffs at those schools to better advertise the opportunities for students and the programs at each of the schools.

Mr. Rachal asked if we want to allow the Caddo Career Center to teach another career, isn't that what the career center is designed for? He said we need to address students who are not going to college and are struggling to even graduate from high school. Mr. Rachal said the Career Center is a neutral school that draws from the entire district, and encouraged the board to allow the Career Center to do what we want it to do. He added he really doesn't understand the substitute motion and supports the Career Center to be the Career Center. Dr. Dawkins stated if we are allowed to make this available to the students at the Career Center as well as the other schools, as per the amendment, and there are no limitations, he believes we can make it work so that no student is excluded. Dr. Dawkins said his goal is to ensure that no child is precluded or denied access and if whatever the board decides gives staff that authority, then staff will move forward with that.

Mrs. Bell stated that years ago the Career Center was geared toward students that could not graduate, students who could not read, students who were behind, students that were potential dropouts and it was changed and criteria added. Mrs. Bell said she is only asking to help those students who cannot read, but can learn a trade and have a career. Dr. Dawkins said he believes the curriculum can be matched up and it can work, but his question also is access.

Mrs. Crawford stated she doesn't believe this is a new program but an enhancement of existing programs at the Caddo Career, so if the board approves this, it can be offered anywhere.

Ms. Priest said she understands that, but we are now talking about a new direction with The Caddo Plan and that is the point she is addressing. She said we are not talking about eleven fashion design teachers, but the instructors that are teaching in the disciplines needed. Ms. Priest added there was a study done by the Louisiana Workforce that says 40% are being left out (drop out rate), so her question is what are we doing for the boys and girls that are not on a college curriculum to keep them in school? She is also concerned that Fair Park is to be a medical arts program and it has been diluted because students can go elsewhere and get the program, and the same thing has been done at Booker T. Washington and the computer program. Ms. Priest stated she is only asking to be consistent.

Mrs. May stated the need to send our students to the Caddo Career Center in the 9<sup>th</sup> grade, and noted they did so at Northwood, but this stopped when she retired. She said her students were not college bound, but attended the Caddo Career Center, learned a trade, and many are still working today. She said we have cosmetology at Booker T. Washington so she does not understand why we need to open another program at the Career Center. Mrs. May stated she too had problems with the Caddo Career Center and the fact that they only wanted the brightest and finest and it is important that we are more positive and work together because all children need an education. Mrs. May said she believes we could stop the dropout rate if we sent more students to the Career Center to study programs like they used to offer, i.e. Industrial Arts. She said that is what the school was opened for and she doesn't believe we are doing that.

Mrs. Crawley explained that she agreed with Dr. Dawkins when she seconded the amendment and that we should not limit this motion to the Caddo Career and be sure to pump up those programs at BTW and Green Oaks, and not substitute those by one at the Career Center. She added that many of the surrounding districts left their career classes at the high schools and they are very successful. While she is not saying that ours is not successful for the children they serve, but it is not serving all our children. She added she does not want this action to lessen the effect that BTW and Green Oaks can have on these students and she would not want it to draw students away from those schools. She encouraged the board to support the amendment and not exclude children.

Mrs. Hardy stated she is on the staff at the Career Center and she is for children; however, she does not understand Booker T. Washington and Green Oaks and what is going on at the Career Center, because they have a program and all students interested in the programs can participate. She said she doesn't understand the conflict and will leave it up to the superintendent to do something about it.

*Mr. Burton moved, seconded by Mr. Ramsey, to call for the question on all amendments and motions. Vote on the motion to stop debate carried unanimously.*

*Vote on the amendment carried unanimously. Vote on the main motion as amended carried with Mrs. May opposed.*

## **BOARDDOCS**

The superintendent stated that based on questions from board members, information is provided at board members' stations on a visit by staff to the City Council to observe their technology and voting mechanism.

## **POLICY FOR EMPLOYEES WALKING OFF THE JOB**

*Mrs. Bell moved, seconded by Mrs. Hardy, to approve the proposed policy for suspension and dismissal for job interference as submitted in the mailout. Mrs. Bell stated that when a teacher is hired to teach children there are things a teacher must deal with; however, if the teacher does not believe they can deal with it and walks off the job, leaving children unattended, she doesn't believe they should be awarded for this behavior. She said she believes actions such as this by any employee in the system is a willful neglect of duty and the policy being proposed is necessary to address such actions. Mrs. Hardy stated her agreement with the comments made by the maker of the motion and that she too believes that anyone doing this should not have been allowed back in the classroom.*

*Mrs. Crawley moved to postpone until after a work session. Motion to postpone failed for lack of a second. Mrs. Crawley stated that the problem she has with this policy is the State law regarding "willful neglect of duty" and the district can bring tenure charges against an employee, but due process must be followed. She said she also has a problem with the *condoning* aspect and the reference to *engaging in any activity*. She said if an employee walks off the job, there is a law against that.*

Mr. Abrams explained that the policy is one that would come into play if charges are brought, which means the board would make that decision as to whether or not the person knowingly aided or condoned what the employee did. He added that this policy is not going to be self-effectuating and as soon as it happens, the employee will be terminated. He added that the language *condoned* can be questioned as to whether or not someone is condoning, engaging or aiding. He said he does believe the policy is something that can be enforced and we do have a willful neglect of duty policy, but this policy is more direct and to the point and clear as to what employees are not to do. Mrs. Crawley said she believes we will have numerous employees on leave with pay until these come to the board and will also cause a lot of disruption.

Mr. Rachal asked if this policy duplicates *willful neglect of duty*. Mr. Abrams explained that an employee can be guilty of *willful neglect of duty* and not be interfering with someone else and the performance of their job. He further explained that *willful neglect of duty* is a broad category and the proposed policy is more specific to an employee that if they disrupt the work place or interfere with someone and the performance of their job that an employee could be disciplined up to termination. He said the last time this issue had to be addressed, there was a lot of work by a lot of people to make certain that schools did not shut down as a result of threats of what was going to happen. Mr. Rachal stated he is still unclear, because if a teacher or an employee walks off the job and they have a job description explaining what they are to be doing while they are working, and then they don't do that, he doesn't understand why we have to label what they are not supposed to be doing. In trying to see this policy along with the other policies in place, Mr. Rachal asked if this policy clarifies the others we have or does it tweak it more. Mr. Abrams explained that the proposed policy states the board can suspend or dismiss someone for interfering with other employees doing their jobs, and we do not have a policy that addresses this. Mr. Rachal stated the point is well taken regarding the word *condone*, and *he moved*,

*seconded by Mrs. Crawley, to postpone this item.* Mr. Rachal stated he wishes to postpone because he needs to see how this will work in conjunction with other policies. Mrs. Crawley stated she is in agreement with the concept of the motion, but she wishes to work out the vagueness so we can move forward.

*Vote on the substitute motion to postpone failed with Board members Hardy, Burton, Priest, Ramsey and Bell opposed and Board members Crawley, Crawford and Rachal supporting the motion. Mrs. May and Mrs. Armstrong were not present for the vote.*

Mrs. Bell stated that when a person walks off the job and is neglecting their job, she is asking for a policy that addresses this. She stated she will agree to delete the word *condone*. Mrs. Crawley asked about the language *engaging in any activity*? Mrs. Bell responded she will not do that because this is about neglecting the children in the classroom and walking out and she wishes it to stay as it is.

*Mrs. Bell moved to call for the question, seconded by Mr. Ramsey. Vote on the motion to end debate carried with Board member Crawley opposed and Board members Hardy, Burton, Priest, Crawford, Rachal, Ramsey, and Bell supporting the motion. Mrs. May and Mrs. Armstrong were not present for the vote.*

*Vote on the main motion carried with Board members Crawley and Crawford opposed and Board members Hardy, Burton, Priest, Rachal, Ramsey, Armstrong and Bell supporting the motion. Mrs. May was not present for the vote.*

## **LOCKER ROOMS AT WOODLAWN**

Superintendent Dawkins reported that he spoke with Ms. Phelps on the condition of the locker rooms at Woodlawn High School and staff will be replacing some of the items that can be handled internally; and staff will bring a recommendation on addressing the girls' shower stalls since this could be a major issue.

## **PERSONNEL RECOMMENDATION FOR CHIEF ACADEMIC OFFICER**

*Mr. Burton moved, seconded by Mrs. Crawley, to approve the proposed job description for the position of Chief Academic Officer as submitted by the superintendent.* Mr. Burton stated his support of the superintendent and what he needs. Mr. Rachal stated he visited with the superintendent on this matter and asked for clarification on why the position is for only 260 days as opposed to one year? Dr. Dawkins responded this is a 12-month job and staff clarified that 260 days is year-round. Mrs. Crawford asked if we are going to have to hire extra people? Dr. Dawkins said we will not, but there are plans to reorganize and restructure. The superintendent shared with the board a Draft Organizational Chart explaining the proposed reorganization regarding the Chief Academic Officer position, which he is proposing to bring focus on the leadership of our schools and oversight of the target schools in working to turn them around. The superintendent said the current Assistant Superintendent for Instruction and Curriculum will focus primarily on curriculum; and the positions over elementary, middle and high schools will become area directors of school performance with each area containing elementary, middle and high schools. He said this is needed in order to have the continuation of coverage from elementary through high school, and he is still looking at this format until he has a complete reorganization to bring to the board. Dr. Dawkins reported he will be bringing this to the board piece by piece as it is redesigned and job roles redefined and redirected as we try to focus on what is happening in the schools. Mrs. Bell asked the superintendent to further explain the Area Director of School Performance. Dr. Dawkins explained this concept will divide the parish into areas, and there would be an area director of the elementary, middle and high schools in that area. Mrs. Bell stated she supports the superintendent and asked if these directors will be housed in schools? Dr. Dawkins explained that the plan will be to deploy staff members according to how they will work and where. *Vote on the motion carried unanimously.*

## **MOUS FOR EIGHT AU SCHOOLS**

*Ms. Priest moved, seconded by Mrs. May, to approve the Memorandums of Understanding, and the attachments, with the Board of Elementary and Secondary Education for Caddo's eight AU schools as submitted.* Ms. Priest and Mrs. May stated their support because it is for the children.

Mrs. Crawley stated it has been said this is The Caddo Plan and she totally supports Dr. Dawkins' plan; however, since she does not have a clear understanding of the MOU, she can not in good conscious vote for it. *Vote on the motion carried with Board member Crawley opposed and Board members May, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.* Mrs. Hardy and Mr. Burton were not present for the vote.

## **SUPERINTENDENT'S REPORT**

Dr. Dawkins stated that with the board's recent approval to conduct a facilities study and to begin a strategic planning process, and as we begin to launch a facilities study to focus on the physical ability of our buildings to support world class instruction, the focus will be on the age and condition, locations of all the buildings, as well as an appraisal of all of our properties, vacant property and buildings for demolition, for sale or for lease of those properties. He said this information will then be presented first to the board for dialogue, and of course with the community. Dr. Dawkins stated that we hope a comprehensive plan will be used in this discussion and will result in a comprehensive and clear cut picture of our needs for buildings, renovations, possible closure of schools, sale, lease, or demolition of buildings. He further stated we will also move into a strategic planning session that will allow us to engage the community in planning for the future of this school district. He noted good data will hopefully result in good discussions, with difficult discussions at times, but the information will allow Caddo to become the school district it can become. He said we can truly reach our potential if we have these discussions and move the district to where it can be rather than where it used to be. Dr. Dawkins asked the board as we move forward to be very clear that we are moving in uncharted waters for some, but unless these strategic discussions are held relative to what we have and who we are, we will never know what we can become as a school district. He said as we move forward, the board will begin to see some of these studies being proposed and requests for engaging engineering and architectural firms to look at the conditions of our buildings which could literally begin a conversation that could change the face of this school district. He said the goal is to always be better for the children and he wants this said up front as the activity will come fast and furious as we move forward. He noted that discussion has already been shared about the fiscal and economic climate that we are operating in and it is important that we protect the educational process for the children, which is where it starts for him – in the classroom and with the children.

Mrs. May left the meeting at approximately 8:20 p.m.

**10.01 Summer School Overview.** Wanda Gunn shared with the board a summary of what staff has done to date to plan for the summer remediation. She referenced an outline provided for each board member that highlights the timeline for implementing the summer remediation. Mrs. Gunn explained that at the end of the 2<sup>nd</sup> nine weeks parents are notified as to any student in danger of being retained and at the end of the year another form is submitted to the parents to attend an SBLC meeting if the student is being retained. Mrs. Gunn stated that staff has worked hard to provide summer school in the past but have not gotten the desired results, and thanked the board for providing the opportunity to provide the Target Teach program for the 4<sup>th</sup> and 8<sup>th</sup> graders. Mrs. Gunn said these lessons will be strictly aligned to the assessment that will be given to the students at the end of the school year for summer remediation and students will be grouped in classes of 10-12 with the lessons focused on the needs of each individual student. It is hoped that this program will return a 70-75% passage rate. Fact sheets, timelines and location sites were also shared with the board.

**Modified Summer Work Schedule.** The superintendent announced he will bring to the next session a recommendation regarding a modified summer work schedule for June and July and four-day work week (four, ten hour days Monday through Thursday). Dr. Dawkins shared his experience of seeing energy savings, morale boosters, and unexpected consequences as a result of offices being open longer hours and affording parents access to Central Offices for business purposes during the summer. He said it has also offered time to better organize in the summer and insure that every school is thoroughly cleaned and time used more efficiently to make sure all systems are ready for the start of school. He added there will be some exceptions, but we will be moving in some other directions in handling the summer routines.

**10.03 Dual Enrollment/Registration.** Dr. Dawkins reported that additional information will be forwarded to the board on the dual enrollment registration.

**10.04 Filipino Teachers.** Dr. Dawkins stated that information provided on the Filipino teachers indicates we currently have 42 of the 43 hired, and it has been reported to him that they are performing admirably.

**10.05 10-Point Grading Scale and 10.06 High School Semester Exams Maximum 10% of Semester Grade.** Dr. Dawkins reported he and Roy Thomas are working to complete the information on this request and will get the information to the board as quickly as possible.

**10.07 Number of Students Not Taking Exams (2007-2008) at BTW and the School Received a "0".** The superintendent reported information was placed at board members' stations in response to this request.

## **ANNOUNCEMENTS AND REQUESTS**

President Crawford announced that Tammy Phelps is the new President of the Louisiana School Boards Association.

Ms. Priest asked Board members Bell and Crawley to assist her in the update on attendance at the BESE meeting and the transactions that occurred. She said they were asked if Caddo would be willing to work with the charter providers for a transition period during the 2009-10 school year in order for the charters to come up to speed because they are not ready. Ms. Priest reported that the response to Mr. Vallas and BESE was no, because normally when an application is made for a charter school, the applicant is acknowledging they are prepared and ready to operate if their application is accepted. Ms. Priest noted their response is Caddo has 73 schools, over 42,000 students, and 6700 employees that must be ready for the next school year, as well as the 8 schools in The Caddo Plan. She said they wanted to delay this; however, delaying it will not help the Caddo family, but will only leave the district, the faculty and students in limbo which is something we do not want. Mr. Burton reminded the board that because of the Sunshine Law, this cannot be discussed at this meeting, and asked that it be placed on the agenda for the work session in April.

Mrs. Bell requested that (1) we honor the Huntington High School basketball team and the wrestling team for being city, district and regional winners; (2) that the superintendent create a career school for over-age and potential drop-out students; and, (3) that staff provide her with information on what the law says about charter schools and our responsibility.

Mrs. Armstrong asked for (1) information on the 37 national board certified counselors receiving their additional stipend; (2) an update on the 4 x 4 options for other high schools; (3) a report on if internet scheduling of high school classes will be an option in the expanded technology; (4) staff to include in the budget process partial funding for a multi-purpose room for Summerfield Elementary, similar to the process for the multi-purpose center at South Highlands and the gymnasium at Walnut Hill; and (5) infrastructure needs at Walnut Hill for an expansion of the cafeteria and auditorium.

Mrs. Crawley asked staff to (1) draft a resolution to the State Legislature to Change the Pay Funding for National Board Certified School Employees; (2) draft a resolution to the State Legislature to prohibit BESE and/or the State Superintendent from arbitrarily changing AU minimum scores; and (3) provide her with information on the Cyber Camp and if the students from the three requesting high schools will be able to attend the camp this year. She also requested that the board begin dialogue on lengthening the school day.

Ms. Priest asked that (1) an item be added to the April agenda on Resolution Urging the Louisiana Legislature to Not Support the Seven Proposed Items for the 2009 Legislative Session; (2) a Report on the BESE actions be on the April 9<sup>th</sup> work session; and (3) the CPSB schedule a briefing with the Legislative Delegation before the April 27<sup>th</sup> Legislative Session.

## **EXECUTIVE SESSION**

**Student Readmission Appeal.** Ms. Priest moved, seconded by Mrs. Hardy, to go into executive session for up to 10 minutes for the purpose of a student readmission appeal. Vote on the motion to go into executive session carried and following a brief recess, the board went into executive

session at approximately 8:50 p.m. The board reconvened in open session at approximately 9:42 p.m.

*Mrs. Armstrong moved, seconded by Mrs. Bell that the student (A.M.) be sent to the Boot Camp at Oak Terrace. Vote on the motion carried with Board member Burton opposed and Board members Hardy, Crawley, Priest, Crawford, Ramsey, Armstrong and Bell supporting the motion. Mr. Rachal abstained.*

**Level IV Grievance.** Mrs. Crawford announced the Level IV Grievance will be rescheduled.

**Adjournment.** Ms. Priest moved, seconded by Mrs. Hardy, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 9:44 p.m.

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita Crawford, President

**April 9, 2009**

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 Thursday, April 9, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Eursla D. Hardy, Willie D. Burton, Lola B. May, Tammy Phelps, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Dr. Gerald Dawkins, secretary, and Reginald Abrams, legal counsel. Mr. Riall led the prayer and pledge of allegiance.

President Crawford announced that the Executive Committee/Work Session is cancelled as Mrs. Crawley is out of town and Ms. Priest had an emergency situation and could not attend. She announced the work session will be held in conjunction with the regular meeting on April 21<sup>st</sup>.

**RESOLUTION AND SURFACE SITE, PIPELINE AND ACCESS ROAD SERVITUDE AGREEMENT WITH CENTERPOINT ENERGY FIELD SERVICES, INC.**

*Mr. Rachal moved, seconded by Mr. Ramsey, to approve the resolution and surface site, pipeline and access road servitude agreement with Centerpoint Energy Field Services, Inc. as submitted in the mailout. Vote on the motion carried unanimously.*

**SUSPEND THE RULES**

*Mrs. Bell moved, seconded by Mrs. Armstrong, to suspend the rules to allow the superintendent to submit the recommendations for principals at the AU schools and the plan for over-age students. Mrs. Bell said she feels we need to know what the recommendations are and the plan for overage students so the board can take action at the regular meeting on April 21<sup>st</sup>. There being no public comments, vote on the motion carried unanimously.*

Superintendent Dawkins shared with the board the staff's work in finding a solution to the overage students, as well as a plan for the children and families choosing not to attend Linear and Linwood Charter Schools. Dr. Dawkins said he believes what he will present for the board's consideration will give these families and children an option to continue in Caddo Public Schools. Dr. Dawkins stated that in looking at ways for the students to stay in their neighborhood schools, he is proposing the following cost neutral options in the Martin Luther King area: (1) transform Newton Smith into a middle school to serve students from the Pine Grove and Northside neighborhoods; (2) relocate 85 students from a portion of the Northside attendance area to Cherokee Park, (3) relocate 123 students (108 from Northside and 15 from Ingersoll that reside on North Hearne) to Queensborough; (4) relocate 43 students that currently reside in Ingersoll's district and live south of Ford Street to Mrs. Eddie B. Jones West Shreveport; (5) relocate to Central Elementary 119 students that live north of Ford Street and east of Pierre Avenue; (6) offer students in the current Linwood attendance area the option to relocate to the new Oak Terrace Middle School with a math/science magnet component; (7) create the Ingersoll Credit Recovery and Career Development Center, a program to address the overage, special education and regular education issues and will feature literacy and numeracy initiatives with a strong focus on math and reading, including career development programs and a full service counseling center for special education services; (8) relocate current students at Oak Terrace to Ingersoll; (9) meet with school administration teams and parents at sending and receiving schools; and (10) hold parent and community meetings. The superintendent highlighted projected school enrollments for the next school year and stated he believes these changes will create a more efficient use of space, energy and resources, will eliminate some of the smaller schools and will create opportunities to address some of the pressing issues faced in our schools everyday.

Mr. Ramsey asked the superintendent about the capacity at Ingersoll Credit Recovery and Career Development Center? Dr. Dawkins stated the capacity is currently approximately 1,000 students and at present there are 293 students at Oak Terrace and approximately the same number at Hamilton Terrace.

Ms. Phelps asked if the overage program includes overage students from across the district? Dr. Dawkins responded that is correct. She asked if this means there will no longer be any overage students in the classrooms? Dr. Dawkins stated that is the goal and to provide relief in some of the schools and to offer these students better opportunities. Ms. Phelps asked about the career



development program and what trades it will include? Dr. Dawkins responded staff is currently looking at beginning with three or four different areas (i.e. building maintenance, carpentry) to get started and expand from there. Ms. Phelps asked if these students will also be able to take advantage of programs such as cosmetology at other school sites? The superintendent said when appropriate, he believes these options should be made available as well. He also added staff is scheduling meetings with hospitals, for example, to look at on-the-job type experiences. Ms. Phelps asked about the space at Central and the possibility for expansion of the Montessori program there since there is a waiting list every year? Dr. Dawkins responded he just learned of the Montessori Program at Central when he toured the school and believes there is a need to look at a K-12 total Montessori Program as a way to attract students. He added staff has not looked at expanding this program at Central, but has definitely looked at expanding the Montessori Program in Caddo. Ms. Phelps noted her concern that for many years there has been a waiting list for this program. She also asked about preparations for the new bus routes for the start of school? Dr. Dawkins explained that busing will be provided for these students and the routes and maps were done by Mr. Jones and his staff, which was an integral part of the plan. Ms. Phelps stated she hopes during the summer that we can begin registration of these students so everything is in place at the start of school. Dr. Dawkins stated staff will begin this process shortly after spring break.

Mrs. Crawford announced that staff will be providing a complete copy of what the superintendent has presented to the board members. Mr. Ramsey asked that staff follow through with some good, aggressive public relations and advertising of the new school at Oak Terrace. Dr. Dawkins said we will need to be very aggressive in moving forward and will include public relations because of the competitive environment we are in and the need to make families desire to be or continue to be affiliated with the public school system. Mr. Ramsey stated he believes the new school at Ingersoll needs to leverage discipline because of the continued issue and that the public needs to understand we will take care of the problems and those things that damage the image of the school. Dr. Dawkins stated he wants the public to be clear and understand that the public school system will provide children with the best education possible everyday, including those in overage situations and those that are struggling.

Mrs. Bell expressed her appreciation to Dr. Dawkins for addressing these concerns, these students and the teachers and these students who need help. She said she is excited about the superintendent's proposal. Mrs. Bell noted that when attending the meeting in Baton Rouge the BESE members more than once asked the superintendent if he had a plan to address those students who do not want to attend a charter school and the superintendent told him he did. Mrs. Bell also noted the many calls she has received from retired teachers, and other teachers at Linwood and Linear in question about what will happen with their jobs and asked the superintendent to address this for the board. Dr. Dawkins responded there are plans in place to address these concerns and matters and he will forward those plans to the board members. He said if the board approves the proposed solution, the options available to these will be communicated to them directly. Mrs. Bell also expressed appreciation to the superintendent for using the resources already in place in Caddo. Dr. Dawkins stated this is only "the tip of the sphere", and every program in place is being assessed and resources will be pointed in the direction needed; and if it is not working, then we will more than likely not be using it any more. He noted we do not have the time or luxury to spend resources on things that are not producing results for us, and as we move forward, everything (facilities, operations, staffing and programs) is on the table.

Ms. Phelps stated it looks like some teachers will be shifting and hopefully these positions will be filled, but relative to substitute teachers and the institute she has proposed in the past, she hopes something can be put in place for those in long-term sub positions. Ms. Phelps also asked about the revamping of the program at Hamilton Terrace? Dr. Dawkins stated that the element of the program needed at the Ingersoll campus is already in the Oak Terrace program and will be modified to fit what we need, and staff is looking at the programs at Hamilton Terrace to determine whether or not they are working. He stated if it is possible to put a robust program to deliver services to these students in one location that is what will be done. Ms. Phelps stated she believes the students in the STAR program have benefited from the program and she would like for this to be a part of the alternative programs, whether it is military or some other, so if students go through the program, it is one in which they would not want to return. Ms. Phelps also asked the superintendent to stress to the staff the importance of being sensitive to these

students and parents making these changes and the difficult time they are going through. Dr. Dawkins stated this should be the standard operation procedure.

Mr. Burton asked about the grade level for the new program at Ingersoll? Dr. Dawkins responded it will be predominantly middle school and possibly up to the 9<sup>th</sup> or 10<sup>th</sup> grade. Mr. Burton asked if the superintendent was aware of the alternative program previously located at Ingersoll and the problems experienced? He also asked about the superintendent's plans to talk to the community and address their concerns with discipline of some of the students in the alternative program? Dr. Dawkins explained there will be a full assessment of each student and if a student does not match this program, they will not be placed in this program. He said he has talked to the principal and has been made aware of the challenges faced; however, he believes the resources are available to make sure this program is built for success. Mr. Burton stressed the importance of meeting with the community and rebuilding the inner city. Dr. Dawkins stated he believes this program is one that will meet the needs of these students and will be structured in a way that will meet the needs of that community. Mr. Burton asked to be notified of scheduled meetings so he can be a part of this process.

Mrs. Hardy stated that Jerry Tim Brooks, District 7 school board member for many years, addressed overage students and thanked Dr. Dawkins for finally addressing this need. She also thanked the superintendent for providing the best education possible for all the children because the children deserve our best. She, too, wishes to know when meetings will be held in the Martin Luther King area so she can be a part of this process.

Mrs. Armstrong expressed her appreciation to the superintendent and staff for the hard work to put this plan together. She also asked if the Boot Camp presently housed at Oak Terrace will be one of the programs relocated to Ingersoll? Dr. Dawkins responded he believes the Boot Camp serves the needs of certain students and staff will look at the program and its location.

Mr. Rachal stated that this is a very positive light and he hopes the community receives these positive changes. He said the superintendent has taken the lead on this opportunity and he supports the superintendent. He asked the superintendent about the proposed timeline relative to community meetings? Dr. Dawkins announced that when returning from spring break, these meetings will begin and he will provide a list to the board. Mr. Rachal stated he believes the time to consolidate was a long time ago and he is glad to see the proposed consolidations which he believes will make us more effective in providing services and using our facilities. Mr. Rachal also asked about this proposal being budget neutral or if staff has looked at shifting funds at Linwood and Linear? Dr. Dawkins responded we will receive money based on the number of students we have enrolled and when the state took over Linwood and Linear, we took that amount out of the AU budget. He added it will not cost the General Fund any more and funds will be redirected to do what needs to be done. Mr. Rachal noted that board members have been very vocal about neighborhood schools and asked the superintendent if in the consolidations, will we still be able to serve as neighborhood schools? Dr. Dawkins stated that staff believes they will and noted on the map the regions these schools will cover. Mr. Rachal also asked the superintendent to verify that these changes will not create any overcrowding issues? Dr. Dawkins responded it will not. Mr. Rachal stated these proposed changes have been a long time coming and he is very glad to see them.

Mrs. Bell said she believes with this plan we will be getting more teachers in the system, because this offers a plan for addressing overage students and discipline problems, reasons for which we have lost some of our teachers.

Mr. Riall stated he believes the board is behind the superintendent and his efforts 100% and he believes there are many things that make good schools; however, he believes one of the main things is good students. He said it is important that we not only teach our students how to read and write, but also prepare them for becoming contributing members of society. He added there is a certain amount of accountability with our principals and teachers to give our students a sense of dignity, pride, and self esteem and allow them to have a part of this vision, and the academic processes in this proposed plan.

Dr. Dawkins also shared with the board that the staff has been in the process of identifying leaders in the eight AU schools and following the screening of approximately 120 applicants which was narrowed to about 60, and his interviewing of possible candidates, he presented the

following list of recommendations for principals at the eight AU schools for the board's consideration on April 21<sup>st</sup>: (1) Anthony Tisdale, principal at Woodlawn Military, Leadership and Business Academy; (2) Marvin Alexander, principal at Green Oaks Performing Arts Academy; (3) Chanel Howard Veasy, principal of Fair Park College Preparatory High School; (4) Betty Cook Jordan, principal of Booker T. Washington New Technology High School; (5) Dr. Michael S. Comeau, principal at Caddo Heights Math Science Elementary School; (6) Patrick Greer, principal of J. S. Clark MicroSociety Middle School; (7) Dr. Joanne Hood, principal at Barret Paideia Academy; and (8) Sabrina Brown, principal of Oak Park MicroSociety Elementary School.

## **EXECUTIVE SESSION**

**Request for Hearing Under Policy GBCB-R.** *Mr. Burton moved, seconded by Mrs. Hardy, that the Caddo Parish School Board hear the retaliation claim at the same time of the grievance hearing on April 21, 2009. Vote on the motion carried with Board member Ramsey opposed and Board members Riall, Hardy, Burton, May, Phelps, Crawford, Rachal, Armstrong and Bell supporting the motion.*

**Student Readmission Appeal.** *Mr. Burton moved, seconded by Mrs. Hardy, to go into executive session for 15 minutes for the purpose of a student readmission appeal. Vote on the motion carried and the board went into executive session at approximately 5:25 p.m.*

The board reconvened into open session at approximately 6:20 p.m. *Mr. Ramsey moved, seconded by Mrs. Armstrong to uphold staff's recommendation regarding student G.C.*

*Mr. Burton moved, seconded by Mrs. Hardy, to amend the motion that if the student completes the juvenile program during the summer, he can return and appeal to the board again.*

Mr. Ramsey said he has no problem with adding this. Mr. Abrams clarified that it's not just a juvenile program any longer, but there are other programs offered that the board could accept.

Mrs. Armstrong asked if successful completion of the course, negative drug screenings and successful completion of the semester at Hamilton Terrace are all parts of the amendment? Mr. Burton responded that is correct.

Mr. Riall asked about the length of the program? Mrs. Crawford responded that the program is six weeks and it is policy that if the student completes the program and successfully completes one semester at Hamilton Terrace, they have the option to appeal to the board again. Mr. Riall asked if it is the current semester or the first semester in the next school year? Susie Payne-Smith explained that the last nine weeks of this school year and the first nine weeks of the 09-10 school year will be a complete semester. Mr. Riall asked if since he is a Junior now, and he completes the semester at Hamilton Terrace, and returns to Byrd, will he be able to graduate on time? Staff responded he can. Ms. Phelps stated she knows accommodations have been made in the past and asked if courses he needs in order to graduate on time will be made available? Mr. Burton stated that it is the intent of his amendment. Mr. Abrams stated that the board can't impose upon the student to take summer school, but the motion is only to uphold staff's recommendation and to allow the student the opportunity, if he completes the drug program, to come back and appeal to the board. Mr. Ramsey stated he accepts this as a friendly amendment to the main motion.

*Vote on the main motion with the amendment carried with Board member Rachal opposed and Board members Riall, Hardy, Burton, May, Phelps, Crawford, Ramsey, Armstrong and Bell supporting the motion.*

**Adjournment.** *Mrs. Bell moved, seconded by Mrs. Hardy, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:27 p.m.*

**April 21, 2009**

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, April 21, 2009 with First Vice President Lillian Priest presiding and the following school board members present being a quorum: Steve Riall, Eursla Hardy, Willie Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Barry Rachal, Larry Ramsey, Ginger Armstrong, and Dottie Bell. Also present were Superintendent Gerald Dawkins and Legal Counsel Reginald Abrams. First Vice President Priest announced that Mrs. Crawford is absent due to illness, and she led the prayer and Pledge of Allegiance.

#### **ADMINISTER OATH OF OFFICE TO DISTRICT 1 REPRESENTATIVE**

Legal Counsel Reginald Abrams administered the Oath of Office to District 1 Representative Steve Riall, elected to serve the unexpired term of Phillip Guin. Mr. Riall expressed his appreciation to everyone who worked during his campaign and supported him in the election.

#### **ANNOUNCEMENT**

Mr. Rachal announced and invited everyone interested to attend a public forum on Thursday, April 23, 2009 at 6:30 p.m. at Youree Drive Middle School. He announced that topics to be discussed will include neighborhood schools, magnet schools, AU schools, district study, and charter schools.

#### **CONSIDERATION OF MINUTES OF THE MARCH 17, 2009 AND APRIL 9, 2009 CPSB MEETINGS**

*Mr. Burton moved, seconded by Mrs. Hardy, to approve the minutes of the March 17, 2009 and April 9, 2009 CPSB meetings as submitted. Vote on the motion carried unanimously.*

There being no objections from the board, Mrs. Priest announced that the presentations and recognitions will be first on the agenda before establishing the remainder of the agenda.

#### **PRESENTATIONS AND RECOGNITIONS**

Burnadine Moss Anderson, executive assistant to the superintendent/communications, on behalf of the CPSB and staff, presented the following special recognitions. The first vice president and superintendent greeted and presented each honoree with a certificate/award. Administrators, families and friends present were also recognized.

**National EAST Conference Winners.** The members of the EAST Lab Team from Southwood High School were recognized for receiving a Superior rating in competing against over 2,000 students from 100 cities across America in the EAST Lab competition. She announced this team also received the prestigious Founders Award. Susan Rogers is the program's administrator, and Carolyn Lakowski and Mark Rushing are the sponsors.

**High School Basketball District Champions.** Members of the Huntington High School basketball team were recognized as the District Champions and the State LHSAA 2009 Semi-finalist.

**Caddo Parish High School Wrestling Champions.** Members of the Huntington High School wrestling team were recognized as the City Wrestling Champions.

**High School Soccer Team.** Members of the Captain Shreve High School soccer team were recognized as the 2009 District Soccer Champions and State Finalist.

**Louisiana Turnaround Specialist Awardees.** The following principals were honored for receiving supplements as a result of making improvements in their 2008 AYP (annual yearly progress): Dr. Joanne Hood, Barret Elementary; Sabrina Brown, Oak Park Elementary. The family of Monica Jenkins-Moore's received the award for her in recognition of Linwood's improvement in math.

**Louisiana PTA Educators of Distinction.** The following were recognized for receiving the Louisiana PTA Educators of Distinction award: Chris Dunn, Caddo Middle Magnet; Jackie Arthur, University Elementary; Daryl Gates, Youree Drive Middle School; and Burt Allgood, CE Byrd High School.

**Louisiana Teacher of the Year.** The following teachers were recognized as Caddo's 2009-10 Teachers of the Year: Elementary finalists – Belinda Restor, Timmons, and Betsy Snow, Eden Gardens; Middle School finalists – Priscilla Savannah, Broadmoor Middle Lab, and Christopher Snyder, Linwood; and High School finalists – Susan Cooksey, CE Byrd, and Terrence Winn, Booker T. Washington. The Caddo Parish Teachers of the Year for 2009-10 are Darrell Webb, Sunset Acres, Elementary winner; Tricia White Bratlie, Caddo Middle Magnet, Middle School winner; and Annie Cherry, Caddo Career and Technology Center, High School winner.

**Principals of the Year.** The following principals were recognized as Principals of the Year: Linda Henderson, Pine Grove; Louis Cook, Northwood High School (presently at Caddo Middle Magnet); and Ms. Monica Jenkins-Moore was recognized as the middle school principal of the year.

**Students of the Year.** Mrs. Anderson recognized the following Caddo students named as regional winners in the Louisiana Student of the Year Program: (1) Samantha Hillman (elementary); (2) Henry Lin (middle); and (3) Nicholas Taylor (high). She added that in the state competition, two of Caddo's three regional winners, Henry Lin, Caddo Middle Magnet School, and Nicholas Taylor, CE Byrd High School, were recognized as the Louisiana Middle School Student of the Year and Louisiana High School Student of the Year, respectively. Mrs. Taylor accepted the award on behalf of her son Nicholas Taylor.

#### **ESTABLISH THE AGENDA AND CONSENT AGENDA**

Superintendent Dawkins presented items for the board's consideration and approval. First Vice President Priest announced that Items 7.01-7.03, 8.01-8.02, 9.02-9.03, 9.06, 9.09 and 9.16 are the consent agenda items. Ms. Priest announced that Item 9.08 *Resolution Prohibiting BESE and/or State Superintendent from Arbitrarily Changing Minimum AU Scores* is postponed and Item 9.15 *Proposed Called Meeting to Discuss Discipline Policy with Dr. March is pulled.*

*Mr. Burton moved, seconded by Mrs. Hardy, to suspend the rules to add an item to the agenda and allow Dr. Robert March to present an up-to-date report on Positive Behavior Modification and Special Education Report (Item 4.04). Vote on the motion to suspend the rules and add this item carried unanimously.*

**4.02 Middle Schools/Overage/Special Education Program Recommendations.** Ms. Phelps asked about the principals at Ingersoll and Oak Terrace? The superintendent explained that he will assign principals as soon as the changes have been made. Ms. Phelps asked if the process will be the same? Dr. Dawkins responded he has not determined this, but he will be conducting the interviews for these positions. Ms. Phelps asked if the teachers from these schools will be placed in the same way the Filipino teachers were placed, and that is they were placed without being interviewed or going through the process? Dr. Dawkins explained the principals will be involved in the interview process with these teachers. Ms. Phelps asked the superintendent if he is opposed to them being placed, because she is concerned we may give these teachers priority, but yet they may not be placed and what will be done then? She said she knows we have placed teachers where there is a need and she would like for us to place these teachers where there is a need. Dr. Dawkins confirmed staff will expedite the placement of these teachers, and with their situation being different from the AU Schools, the process will be a different, quicker movement of staff.

Ms. Phelps asked about the Career/Vocational proposal and her concern that the pilot is being proposed as a summer dropout prevention program, and why are we choosing students who have a desire to achieve, parental support and no behavior problem, good attendance and punctuality? Dr. Dawkins responded that all students need to possess these attributes and he doesn't believe this is something that will eliminate students; however, staff believes we are looking for students who will follow through during the summer and are dependable. He said students who don't show up are not going to be successful anyway. Ms. Phelps asked if this criteria is Federal or State? Dr. Dawkins responded this is the State's. Ms. Phelps said she may have a problem with

that, as she believes this is misleading on what it is designed to do to prevent drop out. Dr. Dawkins said he and staff will check this out, but it is a state requirement.

Mrs. Armstrong called for a *Point of Order* regarding the location on the agenda. Ms. Priest stated that because there was not a work session on April 9<sup>th</sup>, the board is conducting the work session in conjunction with the regular board agenda. Mr. Burton explained this is the same way in which the board usually conducts the July meeting; and if the board is going to discuss an item, a motion must first be made prior to discussion. Ms. Phelps noted there are two items under 4.02.

**7.01 Personnel Recommendations.** The superintendent explained that the board is being asked to approve the recommendations for principals at the AU Schools, and announced he will bring the recommendations for the remaining administrators at the AU schools for the board's consideration on May 5<sup>th</sup>.

## VISITORS

Frederic Washington, former Caddo Public Schools student, addressed the board on Caddo's AU schools and commended the current administration for their efforts to improve Caddo's schools as well as implement aggressive strategies to improve the overall learning atmosphere in the AU schools. He stated he believes the plans in place will bring about exemplary improvements. Mr. Washington also stated he is concerned that in the plan to redesign our schools, it is vital to have positive, energetic and effective leadership in place to insure this. He said he and others in the community are pleased with the recommendations being presented to lead these schools. Mr. Washington said there is a need to have teachers focused on improving student performance in these schools and not individuals who hold Bachelors in Education and are seeking extra stipends and/or pay, because there is a trend in Caddo that some do not want to teach at certain schools and don't have a passion to mold young minds. He said he knows the majority of Caddo's teachers are dedicated and passionate about what they do, but there are also those that apply for these jobs without considering the well being of these children. Also, there is an exodus of hard-working, excellent teachers in the AU Schools, and highlighted situations at Green Oaks Performing Arts School and the Booker T. Washington High School Communications Magnet's work with the Robinson Film Center. He asked the board to support these hard-working employees as they endeavor to work with the students in the AU schools.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on the Federation's disappointment that the board at its meeting last month passed a policy which demonstrates a continued pattern of *See No Evil, Speak No Evil, Hear No Evil* by the CPSB. She said it is important that everyone works together in the best interest of the students. She added it is the Federation's role to let the board know what is happening in their individual schools; however, instead of listening and acting, they have been faced again with an adversarial attack from the board. She said they are seeing the pattern and noted when the board passed the policy against surveys and the Federation brought to the board information using this vehicle, the board passed a policy against sending concerns through the District's emails, and now a policy that will prevent employees from being disruptive which can be interpreted to mean "speaking out about concerns, attending and possibly speaking at board meetings or even participating in a before school picket." Mrs. Lansdale also stated that employee grievances seem to be an inconvenience forced upon the board, the board doesn't want to hear it, and the employees are seeing that surrounding districts are paying their employees more than Caddo pays its employees. Mrs. Lansdale added the board doesn't want to hear that those in Caddo's schools face disruptive students including assaults and batteries, the board doesn't want to hear that Caddo's employees are asked to implement every kind of cockamamie directive from the parish, state and national government. She said the board is deaf to its employees who must work around chronic daily disruptions of intercoms, consultants, and other personnel interrupting their class time, as well as encroaching upon their planning time for meetings and scheduling multiple weekly after school meetings and academic time that must be shared with candy and pizza sales. She said the Federation believes the board is deliberately stifling employee input, criticisms and suggestions, which is a gross understatement and they take it to heart. Mrs. Lansdale also noted the grievance scheduled before the board today and the purpose being to cite the multiple violations of the policy passed by the board last month, and the fact that the violations are committed daily by the administration throughout the system. She asked the board to consider this as the informal level of the grievance process, because this grievance will be served on every

site-based manager in the district. She said it is their intent that all policies, rules and regulations, including the board's policy, are enforced equally regardless of whether the employee is a teacher, a school employee, or an administrator. Mrs. Lansdale stated the Federation's continued commitment to work with all parties in the best interest of the schools and they have demonstrated this interest by providing research-backed professional development to Caddo employees, inviting the board to be a part of the Federation's Legislative Program last month and attending many of the BESE meetings. She said they continue to look forward to working with the board on committees and to seeing board members at their Annual Most Improved Student Award Banquet on Wednesday, April 22<sup>nd</sup>. She asked the board to only see the employees for the value they bring to the equation – their input – and to recognize that the Federation is not the board's enemy.

Jeff Hart, parent, shared with the board that his child recently passed the magnet school test and was placed at Herndon Magnet School. He said this location is a problem because of the distance from where they live and the fact that he works in Minden. Mr. Hart asked that consideration be given to changing the location to South Highlands or Fairfield.

Dennis Everett, Lake Bethlehem Baptist Church, addressed the board on the proposed school reorganization plan and his opposition to totally dismantling schools and disrupting employees and students. Mr. Everett said he believes it would be better if the community is involved in the process so the process could go through in a more conducive way for everyone. He said Newton Smith Elementary School is needed in the Martin Luther King area and to dismantle the school and send these children to another school community does not make sense. Mr. Everett stated that he is not questioning the superintendent or board's wisdom, but he does question whether or not the process has been thought through. He addressed personnel issues and what will be done to the teachers in these schools and asked the board and superintendent to consider delaying this decision and study it more. He said the board is saying the problem with the AU schools is the teachers and asked if they are going to move the teachers from one campus to another? Mr. Everett stated he understands the urgency to address this situation with the fact of having two of Caddo's schools in the Recovery School District and that Caddo Parish desires to hold onto those schools, but asked the board and superintendent to think about the hardship that will be placed on the parents, teachers and others who will have to, in a couple of months, get the new school ready. He also stated his understanding that in order to operate a middle school, a gymnasium is required, and Newton Smith does not have a gymnasium. He said it appears that one of the problems in education is we can come up with a lot of rules and regulations to keep young people from succeeding, but it seems we have a difficult time at helping them succeed. He asked the board to delay this decision and come to the community and help the community to understand this before making a final decision.

### **PUBLIC HEARING ON RENAMING THE LIBRARY AT HUNTINGTON HIGH SCHOOL FOR MR. JOSEPH ODOM**

First Vice President Priest declared the public hearing open on renaming the library at Huntington High School for Mr. Joseph Odom. Mrs. Bell said she brings this to the board for consideration as the community wants to honor Mr. Odom as the first principal of Huntington High School in this way. Mrs. Hardy echoed Mrs. Bell's comments and shared with everyone her association with Mr. Odom and that he was a dedicated and committed educator. She asked the board to support this. There being no other speakers, the public hearing was declared closed.

### **BANKS AND ASSOCIATES YEAR END REPORT**

Superintendent Dawkins stated that Dr. Banks and her team are present to give an update on their work in Caddo to provide coaching to principals.

Dr. Sharon Banks expressed appreciation to the board for the opportunity to work in Caddo and shared the experience she and her team members brought to the district. She explained they looked at nine different items and kept them constant throughout the year, and those areas included focus, standards and expectations, effective leadership, collaboration and communication, alignment, monitoring, professional development, environment, and involvement (parental). Dr. Banks reported that in their work, they saw many who were doing a good job and were in the right place at the right time, but there were those who were not. She said there were some who were put into jobs, but not adequately trained, and you should not

expect people to do something they have not been taught to do. Dr. Banks reported that monthly reports were completed and sent in and these are available for review, and added that where there is a district that fears anonymously submitting a survey, there is a problem.

Dr. Guce highlighted the survey instrument used and the seven areas including (1) physical plant, (2) faculty attitudes, (3) student interactions, (4) leadership and decision-making, (5) discipline, (6) learning and assessment, and (7) culture and community. She reported the pre-survey indicated that the lack of respect among students, discipline, and the lack of parental involvement were the three major issues. She reported that they mentored and coached the principals throughout the year and again surveyed anonymously in March. Dr. Guce shared that they were aware there was a lot going on in the district this school year and while she expected to see some specific things in the post survey, she did not, and they felt that an anonymous survey would have been a perfect time for them to be able to share or vent their feelings about what was happening in the district. In comparing the post survey with the pre survey, they had wanted to see a growth of at least 10%; however, they saw a lot of what they expected to see and a lot of what they did not expect to see, and she noted the responses and improvement in the areas of physical plant and faculty attitude. She also noted that only one school in the 28 showed a 10% improvement in the area of respect among students. In the area of leadership and decision-making, they thought in looking at struggling schools, there would be a correlation between the leadership and decision-making attitudes and where the school was, but they really did not see that, which indicates there is a disconnect between teaching and learning and student improvement scores, and is an area that needs a lot of work. Surveys indicated that the discipline area is still very weak and the community involvement area is showing an increase in activity and progress.

Dr. Banks stated that with what they are seeing around the country where teachers and staff members feel that no one rises to low expectations and where excellence is expected, excellence happens, students will feel cared about, connected and committed. One thing they consistently saw in all 28 schools is that all staff members thought they were doing fine, and where there is this attitude and the students are not learning, this must be eradicated. Dr. Banks said she believes the strengths of the board and the superintendent are the commitment to see change, and when the board stands and fights together, all the ingredients needed are there. She said the superintendent's leadership and the board realizing what is needed are significant, because people like to hear about what's going to be different for their child(ren). Dr. Banks commended Mrs. Anderson, but stated there is a need for more to be done as it relates to principals communicating with her so these positive things in the district are in the news on a daily basis. Dr. Banks also noted the work needed at a lot of the schools and when people do work that is not as satisfactory as it should be when more is expected, this is not good, but it should be communicated to them what is expected of them. She said Caddo has an outstanding state-of-the-art professional development facility and there needs to be more principal involvement in designing these professional development opportunities, because many principals have a lot to say, but the built up walls needs to come down. Other determinations included many caring faculty members, strong teams within the buildings, students who are good ambassadors, Central Office support people, professionalism, good working relationships among staff persons, and outstanding staff development center. Areas they believe must be addressed in order for any AA or AU school to be successful is to believe that all children can learn and not just talk about it, because many of the staff and students feel that there is an "us" and "them" in Caddo Parish. She noted that some employees feel they have been relegated to buildings that are not respected, there are some schools totally respected and AAs and AUs are not; and if you teach or work at one of these schools, you are at a lower level, which cannot be. Dr. Banks stated there is a need for more direction, revamping and an audit of Special Education, because the principals are spending too much time with discipline and special ed and they don't have time to address what is expected of them. Also, she added more communication, alleviation of the lack of trust, and the lack of an open door policy need to be addressed. Dr. Banks also expressed to the board that too many schools do not offer anything before and after school (safety nets) to assist these students, and she shared her personal experience of teachers telling her as a child she was worth something. Dr. Banks also reported that things they as a company would do different include a minimum of a monthly visit, video teleconferencing ability, mandatory climate survey from the board in order to get a benchmark on where this district is, more time to collaborate and build trust, accountability and expectations the same throughout the district, more time for community, principals and staff members to model excellence and not be apprehensive being in an AA or AU school. Dr. Banks expressed to the board her appreciation to work in Caddo during this time



of challenges and achievements. She recognized the principals of the 28 schools and presented each with a rose.

Superintendent Dawkins announced that a complete report is being provided to each board member and expressed appreciation to Dr. Banks and her team for their efforts to assist Caddo at a time when there is much turmoil with the many changes in providing instruction.

Mrs. Crawley expressed her appreciation to the principals, teachers and schools for working with the consultants. Mrs. Armstrong added her appreciation for all who worked throughout the year with the consultant and she is grateful for the work done by Dr. Banks and her team.

Ms. Phelps thanked Dr. Banks for bringing to the board the good, the bad and the ugly and she hopes that her suggestions are well received, as she believes these recommended changes will move the Caddo District forward.

Mrs. Hardy expressed her appreciation for Dr. Banks' dedication and commitment.

Mrs. Bell thanked Dr. Banks and the principals for a good job and she believes those at the AA and AU schools should be rewarded double for their efforts and commitment.

Mr. Rachal compared Tiger Woods and his numerous coaches in different areas and how through this coaching Tiger Woods has become who he is. He said he believes the superintendent will do all the coaching needed so we will have the same thing in Caddo. He thanked everyone for their hard work.

Dr. Dawkins thanked the principals for being committed in their work with the consultants and he believes the dreams for the district will be realized.

Ms. Phelps asked the superintendent if the consultants will continue and if the new principals will be receiving professional development with the new themed schools? Dr. Dawkins responded there is professional development specific to each theme in the schools and there will also be staff development regarding aspects such as discipline. He added every principal can use some coaching and noted the outstanding leaders in the district that may become a part of this aspect. Ms. Phelps congratulated Sam Jones, the state PTA President, and with the need for more parental involvement, how she looks forward to working in this area. She also noted the first career day at 81<sup>st</sup> Street school, and she believes if this can be done at the ECE level, it can definitely be done throughout the district.

## **REPORT FROM DR. MARCH REGARDING CORRECTIVE ACTION PLAN**

Superintendent Dawkins introduced Dr. Robert March who is assisting the district in addressing some of the issues related to discipline and is present to give an update and address some of the concerns expressed by board members.

Dr. March first explained the Negotiated Settlement Agreement and that in December 2006 a complaint was filed in the State of Louisiana by a group of parents in Caddo Parish. In November, 2007 it was agreed that a group from the Louisiana Department of Education would look at the schools and see what was happening specifically around Special Education, discipline and services for children in the parish. Dr. March reported that in February 2008, it was agreed that a specialist consultant would come in and assist the district in addressing all areas where there was concern. Dr. March said it was at this point that Caddo Parish was added to his area of territory along with other parishes in the state. He added that specific concerns addressed were Individualized Education Plans for students in Special Education, an instrument that needs to be documented and readily available. He said one of the concerns was some of the schools could not find Individualized Education Plans. Another area of concern was Evidence of Behavior Plans for students who are identified as emotionally disturbed or as having some type of behavior disorder. Dr. March stated that in order to comply with the Federal Law on Individuals with Disabilities Education Act, there must be evidence of educational benefits and documentation at the school for monitoring the student's progress. Dr. March continued that other concerns were the need to increase parental involvement in the educational process of the students, that adequate and appropriate services are provided, and increase the access to Least Restrictive Environment. Dr. March said he joined this process approximately 1.5 years after it

began and he represents a group called Effective Educational Practices (EEP) based in Boulder, Colorado. He shared with the board that it has been a pleasure working with the schools in Caddo Parish and that over 1,000 people have been trained in Caddo this year, and they are currently training 250 people online on how to write effective behavior plans. Dr. March said EEP works with approximately 16 states, primarily with large, urban school districts, around the country and also shared his background in education.

Dr. March explained that after the visit from the state, the state entered into an agreement called the Negotiated Settlement Agreement (NSA) which laid out that over a course of three years Caddo Parish would take steps to address all the things identified by the Louisiana Department of Education as needing correction. He said PBS (Positive Behavior Support) was one of the features used in his research to look at discipline and effective discipline. He noted there is a lot of misunderstanding and myths and he hopes he can dispel those. Dr. March said all schools have two basic features of a discipline plan, one is responding to problem behavior and the second is preventing problem behavior. Dr. March also stated that in 2000 in New York City he interviewed principals with full research assistants and asked them their most common strategies for managing behavior, and the top three answers were detention, suspension and expulsion. Dr. March stated these are not plans, but responses and it is important that we do more than just respond, but prevent problem behavior from occurring. He stated his agreement with Dr. Banks' comments that one of the things to look at is respectful schools; however, respect is many times defined differently based on a range of things, i.e. socio economic status. He noted that this area by in large serves some of the poorest students in the State of Louisiana and possibly in the nation, and many come to school not ready for school, not knowing their letters, numbers, etc. Dr. March said they have interviewed over 3,000 children across the country and asked them what a respectful teacher looks like, and noted that in Caddo's schools there are respectful teachers in every school; however, there are some teachers that are struggling with discipline. He clarified that his comments are not about blaming teachers, but in empowering the teachers. In their interviews they noted that respectful teachers avoid embarrassing students, they don't yell at the students, but use respectful tones of voice, they listen to the students without interrupting them, they have a sense of humor, they come to class prepared with lesson plans, they smile, they remember the students' names, etc. He explained that Positive Behavior Support is not about not punishing students, but what we do in addition to punishing students, because punishment alone will not change the schools, but it only displaces children into the community and creates a community problem. Dr. March also highlighted meetings with juvenile judges in Caddo Parish and interviews with students in the Juvenile Justice System and although many of the students do not have the skills to be successful, they indicated they wanted to go back to their schools. Dr. March reported to the board that there are many teachers in Caddo doing a good job, but the challenge is to get all the people in all the buildings doing a good job; and encouraged board members to look at the Juvenile Justice Reform Act 1225, which was brought forth by BESE in 2003 and laid out the master plan for discipline in the State of Louisiana by requiring all schools in Louisiana to have a Positive Behavior Support Plan. Dr. March explained this means (1) clear expectations positively stated, (2) expectations are taught to the students, (3) teach teachers supervision skills, (4) use of data, (5) how to make decisions regarding data, and (6) acknowledge more often those students who do the right things.

Regarding the Corrective Action Plan (CAP), all 74 schools in Caddo Parish are part of this plan and after one year, approximately 50 schools were identified as doing some pretty good things. However, there are approximately 20 schools that need some help toward establishing safe and civil schools. Dr. March said in visiting all 74 schools, the team collected three types of data (direct observation, interviews and surveys). They also began training schools by first looking at their Schoolwide Discipline Plans and how to strengthen them, how to develop a target intervention for those students that are clear indicators for school failure, and managing students with chronic, severe discipline problems. He said while many of Caddo's staff are trained in these areas, there is a need for guidance for some of the teachers in working with some of Caddo's most challenging schools.

Mrs. Bell asked Dr. March if the State Department assigned him to Caddo because of the Special Ed problem? Dr. March responded it was a joint decision between the State Department, Caddo Parish, and the parents who filed the complaint. Mrs. Bell asked Dr. March if what he is bringing to Caddo is to correct things in Special Ed or something else? Dr. March indicated Special Education is a part of it, but it addresses all students in Caddo Parish, and that the agreement, which was written before he was brought in, lays out his job in assisting the parish.

Mrs. Bell said she has only heard that he (Dr. March) is telling Special Education employees and principals what to do, i.e. when a regular ed teacher with a disruptive class, students in Special Education cannot be suspended or removed from the class. Dr. March responded that he has never said that. Mrs. Bell said she believes this is happening all over the parish and principals have guidelines that they cannot suspend a special ed student when that student does something in a regular classroom. Dr. March explained there is a Federal law, and he is here only to help Caddo comply with the law, that says you cannot suspend a student with a special need for more than 10 days, cumulative, in a school year without reviewing whether or not their behavior is related to their disability. Mrs. Bell asked about when the behavior is not related to a disability and what have the employees been told that can help the principals and teachers deal with the behavior? Dr. March responded that he has attempted to assist the schools in setting up Effective Pro-Active Discipline Plans. Mrs. Bell asked for an example and Dr. March said one example would be setting clear expectations that are stated few in number, are easy to remember, taught to all the students and modeled by the teachers. Mrs. Bell asked about a class of 30 students with two or three disruptive Special Education students, and in their disruption of the class, is the teacher to talk to them and allow them to stay in the classroom, disrupt the other students, they are suspended, but are returned to the same classroom and the cycle is repeated. Dr. March stated that there are teachers in Caddo's classrooms who are teaching in their classrooms and they are effective, and clarified that discipline is teaching someone, not punishing them; and if a child is continually disruptive, one should determine if they are appropriately placed; because if a student is not actively learning, there will be behavior problems.

Mrs. Armstrong asked about the disconnect between Caddo's progressive discipline policy and the Positive Behavior Intervention Support Plan and the forms used for suspension, etc.? Dr. March asked for clarification on the conflict. Mrs. Armstrong stated there are certain forms that must be completed when a student is sent to the office and is ultimately suspended; however, other schools may have varying forms/practices for suspending students from school, all of which are under the Positive Behavior and Intervention Support. Dr. March stated he doesn't believe there is a conflict, but the school has been asked to document when a student is sent home, so if a parent is called to pick up their child, it must be documented as a suspension, and anytime a student loses access to instruction, it's considered a suspension. He added that the students in Special Education are afforded special protection by law. Dr. March also, for clarification, stated that if he ever said schools can't suspend, he doesn't believe they are listening to him, because Caddo is still suspending a large number of students; but what he has been attempting to encourage schools to do is suspend less and look at alternatives when possible. Regarding documentation, it is important to have a sense of the size of the problem. Mrs. Armstrong also stated she has heard it is relative to minor infraction reports and it seems there are several forms from different schools. Dr. March stated that one of the objectives of the CAP is to have a clear and cohesive data system in place, and he has visited with Joe Brown in technology as to how students can be identified early in the process for minor infractions so parents can be notified and involved and the matters are addressed early before escalating into larger behavior issues. Mrs. Armstrong asked Dr. March to define a "minor infraction" and Dr. March explained "minor infractions" are typically something handled by a teacher and "major infractions" are handled by administrators. He said in looking at the data, and particularly in the larger schools, it reflects that a small sub-set of teachers account for the majority of referrals to the office, and he believes this will become clearer as a better data system is put into place. Mrs. Armstrong asked Dr. March if he believes fighting, use of profane/obscene language, property damage, cheating, forgery, endangering safety on a school bus to be minor infractions? Dr. March responded these would be things an administrator would be involved in as well as parents contacted. He also referenced the Cincinnati Public Schools and encouraged board members to view their website. He added it is up to Caddo Parish to determine what will be minor and major, and he is working in the parish to only provide guidance. Mrs. Armstrong stated she believes the answers provided by Dr. March are true "minor infractions" and the other type of infractions are seen in the parish policy for progressive discipline, which she believes is the disconnect between the two forms and is something the board needs to address. She stated that the board is hearing more and more that no school should be an exception or handled in an exceptional way, whether it is an AU school or a magnet school and this is a noticeable disconnect.

Mr. Abrams stated for clarification that Dr. March did not have anything to do with creating the minor infractions, but this occurred as a result of board action. He said that in 2004, the board

passed the Schoolwide Positive Behavior Plan based on the state statutes which had a model policy that the Caddo Parish School Board implemented stating that each school was to come up with the interventions, data, etc. He added that each school has developed their own form to address minor infraction, and he agreed this has created a problem, but it was because of the system put into place by the State. He explained he believes Mrs. Crawley will bring a motion to address this and he has talked with Dr. March about a universal instrument. He added that in doing so there were several different computer systems that were not integrated, using different systems to collect data, which caused a hodgepodge of things going on. Relative to Mrs. Bell's question on suspending a Special Education student, Mr. Abrams explained that when you get past the 10 days, you must conduct a manifestation determination review to determine whether or not what happened in the classroom is related to their disability, and by definition under the Federal Law, if the school did not implement the IEP, then it becomes a manifestation of their disability which means the student cannot be expelled. So, if the school is not doing what they are supposed to do, the child gets penalized and must stay at the school, thus you become caught up in the rule and are penalized for not following the IEP. Mrs. Armstrong said she appreciates this, but she also appreciates Dr. March addressing this concern because so many different interpretations have caused a conflict with other things in the parish. Mrs. Armstrong stated she strongly believes we need to come out with a coordinated effort in this matter.

Mrs. Crawley stated she attended one of the workshops and she still hears little that she can argue about, but she believes the problem is Caddo started doing things one way and Dr. March came in the middle to represent the State on mandates by the State. Mrs. Crawley noted the confusion (administrators) and the minor infraction report and the frustration among teachers who must write the referrals, etc. and how they feel they must know how the system works, but yet they do not have a clue. Mrs. Crawley shared with Dr. March a copy of the Caddo's Blue Book and noted she will bring a motion later in the meeting to address this issue.

Barry Rachal stated that regarding the special needs and how they are being designated as special needs, the board feels, in general, many times there is a lot of over representation. Dr. March did not disagree at all and Mr. Rachal added he believes there are children and parents in the district who will do anything to claim they need to be designated as such because children have no respect and then you have a situation where the needs of one student outweigh the needs of 20 plus other children in the classroom. Dr. March responded that the points are well taken and it is correct that there are some significant problems with the way the law has been developed and evolved over time. He added the IDEA (Individual Disabilities Education Act) is being renewed every five years and each time it is, there are changes, and the most recent edition identifies something referred to as Response Intervention which moves away from the labeling of children and responding to an intervention. He again stated the fact that there are a large number of children in Caddo Parish that lack school readiness and they are behind their peers three and four years by the time they enter kindergarten. Mr. Rachal asked Dr. March if he has looked at the over representation and the guidelines Caddo has in place and how he feels about them? Dr. March responded he has and believes they follow the Federal law; and while some law is beyond him, he is here to help Caddo comply with the Federal law and to look at effective teaching practices, as some students end up in Special Education because they are not taught. Mr. Rachal said he wants the community to understand the board's hands are tied; but Dr. March added that while the board's hands may be tied, the board is being guided through the law and certain things to protect certain populations that have not been afforded in the past. Mr. Rachal said he desires to address the over representation and the student who just has a bad attitude getting labeled and placed into Special Education. Dr. March said this should not happen and recommended three resources to board members: (1) Center for Equity in Education Project, Indiana University, (2) Ruby Paine's work on a Framework for Understanding Poverty any why large numbers of poor children, in particular, end up in Special Education, and (3) Jawanza Kunjufu's work.

Steve Riall asked Dr. March about his statement that when students get to kindergarten they are three to four years behind and if there is an answer to this? Dr. March responded that he and his colleagues' work on the differences in the everyday lives of American children indicates the answer is early intervention, excellent curriculum, curriculum with evidence of working, well-supported teachers, and raising property taxes to increase funding to the school system to pay teachers more. Mr. Riall asked about the recommendation to reach the students before they get to the first grade? Dr. March stated that is where parental involvement is key and impressing upon them on how they can get their children school ready in the following three basic areas – (1) social confidence (ability to get along with other children and adults), (2) organizational

skills, and (3) academic readiness (understanding numbers and letters). Parents who put these things in place will see a difference.

Dr. Dawkins expressed appreciation to Dr. March for his report and that he will be with Caddo for the next couple of years. Dr. March confirmed that is correct.

## **CONFIRM 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 No. 7**

**7.01 Personnel Recommendations.** The board approved the following personnel recommendations as recommended by the superintendent and included in the mailout: (1) Anthony Tisdale, principal at Woodlawn Military Leadership/Business Academy; (2) Marvin G. Alexander, principal, Green Oaks Performing Arts Academy; Chanel Howard Veazy, principal, Fair Park College Preparatory High School; Betty Cook Jordan, principal, Booker T. Washington New Technology High School; Patrick Greer, J. S. Clark MicroSociety Middle School; Dr. Joanne Hood, principal, Barret Paideia Academy; and Sabrina Brown, principal, Oak Park MicroSociety Elementary 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, recognized newly appointed principal at Linwood Middle School Mrs. Beverly Hudson.

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

#### Certified

#### **Sabbatical Leave (Study) Fall Semester 2009-Spring Semester 2010**

Brownell, Ladonna R., Teacher, Vivian, 10 years

Dupre, Carolyn S., Teacher, Southern Hills, 16 years

#### **Sabbatical Leave (Medical) Fall Semester 2009-Spring Semester 2010**

Flint, Kandee K., Teacher, Shreve Island, 23 years

#### **Catastrophic Leave, March 9, 2009-April 10, 2009**

Wheeler, Kirsten, Teacher, West Shreveport, 1 year

#### **Catastrophic Leave, March 24, 2009 – May 12, 2009**

Hayes, James S., Teacher, Huntington, 31 years

#### **Catastrophic Leave April 1, 2009 – May 20 2009**

Shoumaker, Douglas, School Psychologist, Pupil Appraisal, 17 years

#### **Catastrophic Leave March 26, 2009 – April 3, 2009**

Rattler, Maxteshia, Teacher, Judson, 9 years

#### **Catastrophic Leave March 11, 2009 – March 31, 2009**

Flowers, Kimberly, Special Ed Teacher, Alexander, 10 years

#### **Sabbatical Leave (Medical) Spring Semester 2009-Fall Semester 2009**

Johnson, Lenora, Sp. Ed. Teacher, Woodlawn, 23 years

#### Classified

**Taylor, James**, dates for Catastrophic Leave approved at the March 17, 2009 meeting were February 27, 2009-April 9, 2009. The correct dates should be **February 5, 2009-March 19, 2009.**

**7.03 Other Personnel Transactions Reports.** The board approved the other personnel transaction reports for the period of February 26, 2009 – March 25, 2009 as submitted in the mailout.

### **Item No. 8**

**8.01 Bids (Purchasing).** The board approved the following bids as recommended by the superintendent and submitted on the bid tabulation sheets: (1) Conco, Long's

Preferred, Louisiana Foods and VCC Janitorial for Canned and Frozen Food and Supplies; (2) Conco and Louisiana Foods for Fish, Poultry, Eggs, Meat, and Specialty; (3) Conco totaling \$118,575.95; Long's Preferred totaling \$30,229.75; Louisiana Food totaling \$12,083.50 and VCC Janitorial totaling \$132,377 for Food Service Paper and Supplies; (4) Alert Services totaling \$253.28; Green Sports totaling \$1,102.40; Sports World totaling \$3,342.56 and Steadman's Sports totaling \$33,317.23 for football equipment for Byrd HS; and Conspicuous Designer Fashions total unit price of \$47.50 for upholstering bus seats. A copy of the bid tabulation sheets is filed in the official papers of the April 21, 2009 CPSB meeting.

**8.02 Bids (Construction).** The board approved the following bids as recommended by the superintendent and included in the mailout: (1) Louisiana Roofing Contractors with a base bid, for the sum total of \$93,000, for Project 2010-205 "Caddo Middle Career Technology Roof Gym & Auditorium"; (2) Stanley Security Solutions, Inc., with a base bid, for the sum total of \$75,540 for Project 2010-212 "Fairfield Keying"; (3) Grosjean Contractors, Inc. with a base bid and alternate 1 for the sum total of \$37,100 for Project 2010-210 "A C Steere Roofing Cafeteria"; (4) Thermo-Technics Air Conditioning, with a base bid and alternate 1 for the sum total of \$160,800, for Project 2010-301 "Oak Park Kindergarten & Library HVAC Upgrade"; (5) Project 2010-206 Caddo Career & Technology Roof Campus Wide to be presented May 19, 2009; (6) Grosjean Contractors Inc., with a base bid and alternate 1 for the sum total of \$161,800 for Project 2010-2008, "Mooringsport Main Roof"; and (7) Hand Construction LLC with a base bid, for the sum total of \$367,000 for Project 2010-204 "Structural Repair to Lee Hedges Stadium." A copy of the bid tabulation sheets is filed in the official papers of the April 21, 2009 CPSB meeting.

## Item No. 9

**9.02 Request for Bus Transportation Arc of Caddo Bossier.** The board approved Arc of Caddo Bossier's request for bus transportation as submitted in the mailout.

**9.03 Request for Use of School Buses by Saint Catherine Community Center.** The board approved Saint Catherine Community Center's request for bus transportation as submitted in the mailout.

**9.06 Recommendation for Engineering Services for Central Office Data Center.** The board approved the recommendation of the services of Guth and Associates for the engineering design required to bid the Central Office Data Center upgrade.

**9.09 Resolution Urging the Louisiana Legislature to Not Support the Seven Proposed Items for the 2009 Legislative Session.** The board approved the consolidated resolution opposing the seven proposed items during the 2009 Legislative Session as presented.

**9.16 Utility Easement Agreements.** The board approved the four utility easement agreements between AEP Swepco and Caddo Parish Schools as recommended by staff and submitted in the mailout.

## TEXTBOOK ADOPTION RECOMMENDATIONS

*Mr. Burton moved, seconded by Mrs. Hardy, to approve the adoption of the Language Arts and Journalism Textbooks as recommended for Grades 6-12 and for the English Language Arts Textbooks as recommended for Grades K-5 and submitted in the mailout.*

Ms. Phelps asked staff about past references to having all the textbooks housed at a central location. Mrs. Gunn asked if she is referencing the textbooks adopted that staff maintains a copy? Ms. Phelps answered in the affirmative, and Mrs. Gunn explained that when textbooks are adopted, the public libraries are used so they are available for the public's review. Ms. Phelps noted that in the past they have not been distributed from one location. Mrs. Gunn explained that the books are ordered by the school with funds allocated to the school. She added the only books ordered centrally are i.e. reading and these are then distributed based on the number of students at each school. Ms. Phelps verified that the books are going straight to the school and Mrs. Gunn responded they are. She asked if procedure has been found to be productive? Mrs. Gunn

responded yes, because they have an inventory that is kept through the Purchasing Department and at times, with a flux in population, books are switched from one school to another. Ms. Phelps asked if there was any improvement in the complaint last year that students did not have a book to take home or the opportunity for students to check out and take home.

Mrs. Gunn explained these are the new books and the schools will not have enough money to purchase the total number needed, but are encouraged to begin at the younger grades. Ms. Phelps asked about what is done with the old books? Mrs. Gunn responded they are distributed according to the policy which says you can sell them, give them to children or give them to a non-profit. Ms. Phelps asked about recovering fees for lost books? Mrs. Gunn stated that this is a problem at a number of schools, because it is very difficult to get the money for lost books. Ms. Phelps asked about books on-line and will we still have to purchase books if they are available on line? Ms. Phelps asked if she understands that the books on-line and we will still have to purchase books even though they are on-line? Mrs. Gunn responded that is true with these particular books and for each student book, the school will receive a copy of the CD-Rom of that particular book as well as a lesson planner for the teacher. Ms. Phelps asked if there is a plan or availability where we would no longer order hard copies of books? Dr. Dawkins explained that today many publishers are offering textbooks on-line; however, we still need the textbooks, because we have so many students who do not have access to on-line resources; but, we hope to be more in line with on-line learning in the near future. Ms. Phelps said she has been told the opportunity/option is not available for on-line, but only for high school, and we still have to purchase hard copies of books. Dr. Dawkins explained that not all publishers have on-line availability. Mrs. Gunn explained that if you get so many books, you receive a CD-Rom, then you do not have to have as many hard copies for the school. Ms. Phelps asked if it is correct that we still have to order “x” amount of hard copies to get the CD-Rom? Mrs. Gunn responded that is correct for this English Language book. Ms. Phelps asked if in the future there is a company that provides on-line without having to purchase the hard copy? Mrs. Gunn stated staff will definitely review this each time an adoption is done. *Vote on the motion carried unanimously.*

#### **NEW MIDDLE SCHOOLS/OVERAGE/SPECIAL EDUCATION PROGRAM RECOMMENDATIONS**

*Mrs. Bell moved, seconded by Mrs. Armstrong, to accept the new middle schools/overage/special education program recommendations as submitted by the superintendent.* Mr. Burton stated that at the last meeting he asked about going specifically into the Allendale/Ingersoll community and explaining to them exactly what is happening and he would like to make sure this happens before the program is implemented. Dr. Dawkins announced community meetings have been scheduled in all the affected communities. Mrs. Bell stated this is a long time coming and the communities have been talking about the overage problem for a long time. She also talked about how the State has been dismantling the schools and believes this is a plan that will allow the students to stay in their neighborhoods. She also noted the articles in the local newspaper and on the website explaining the proposal submitted by the superintendent at the last meeting and the need for these special programs to help these students get back on target and hopefully return to the regular classroom. Mrs. Bell stated the board has talked about the new plan and there have been meetings in these areas to present it to the parents for their input, but they were not there. She also referenced the many calls board members receive because of change, and it is time to put money in the inner city schools and take care of these children so needs in other parts of the city can be met. Mrs. Bell encouraged the board to support these proposed recommendations.

Mrs. Armstrong applauded Dr. Dawkins and his foresight as well as the hard work of staff. She said we need to offer opportunities to the overage students and to those who are having discipline problems in the regular classroom. Mrs. Armstrong said this group of students needs this new opportunity and programs to get their Carnegie units in a new way and she believes this positive change is something that has been needed for a long time.

Mrs. Hardy also thanked Superintendent Dawkins and reminded everyone how years ago, former board member Jerry Tim Brooks pushed for something for overage students. She also stated she is one of the pioneer faculty members of Newton Smith and she likes that we are looking out for the children in this area and providing continuity for them. Mrs. Hardy thanked Dr. Dawkins for placing the children first, then the District’s dedicated employees, and for giving the parents an option for their students to stay in the Caddo Public School System.

*Vote on the motion carried unanimously.*

### **PROPOSED POLICY AUTHORIZING THE SUPERINTENDENT TO APPLY FOR GRANTS**

*Mr. Ramsey moved, seconded by Mrs. Armstrong, that it will be the policy of the CPSB that the superintendent has authority to apply for grants which the superintendent deems to be in the best interests of the Caddo Parish School System and to sign all necessary documents associated therewith and that upon approval of the grant by the granting authority, the program being funded will be submitted for approval by the board prior to the program's implementation, and the superintendent must receive approval from the board to outsource any part of grant writing responsibilities.*

Mr. Ramsey stated he discussed this with the superintendent and the board attorney, and he believes if we are going to put a policy in effect, it needs to be a policy applicable to superintendents from now into the future. He explained we have grant writers in individual schools who have done a tremendous job and he would like for us to keep their interest and energy at a high level.

Mrs. Armstrong stated that everyone is aware of the importance of grants received and the positive impact they have made on academics that could not be paid for from the General Fund. She stated her support of any grants that are in the best interests of our schools and students.

*Vote on the motion carried with Board member Rachal being absent for the vote.*

### **POSITIVE BEHAVIOR INTERVENTION AND SUPPORT (PBIS) GRANT**

*Mr. Burton moved, seconded by Mrs. Hardy, to approve the Positive Behavior Intervention and Support (PBIS) Grant as recommended by the superintendent and included in the mailout. Mrs. Armstrong stated this is part of what she referenced in earlier comments and asked the superintendent what this money will be used for and are we continuing to apply for grants until these other issues discussed earlier are resolved? Dr. Dawkins explained that these are complimentary grants that help us in our overall ability to address these issues. *Vote on the motion carried unanimously.**

### **RESOLUTION REQUESTING STATE LEGISLATURE TO FUND PAY STIPEND FOR NATIONAL BOARD CERTIFIED EMPLOYEES**

*Mrs. Crawley moved, seconded by Mrs. Armstrong, to approve the resolution requesting the State Legislature to fund the pay stipend for National Board Certified employees as presented. Mrs. Crawley read the following portion of the resolution – *Be It Resolved that the Caddo Parish School Board hereby requests that the Legislature fully fund the salary supplement for National Board Certified employees for the year 2008-09, and beyond that if the Legislature fails to provide funding that the School Board be relieved of the requirement to fund the supplement.* Mrs. Crawley stated her reason for this is not to say that we don't value our National Board Certified employees, but if the Legislature promised to do this, they should not pass it to the local school board what they promised to do. She also noted that the local school board made a commitment to the amount it will pay and budgets for that, and encouraged everyone to follow up with their Legislator that they have earned this and they need to stand good and do what they promised. Mrs. Armstrong stated she understands and supports this item, but asked if it is necessary to list which groups of National Board Certified employees it includes? Mrs. Crawley indicated she did not think so. Mrs. Armstrong stated she only wants it clarified that this is all groups and not specific groups, because she believes when Legislators are confronted about the additional groups, it then magnifies the problem in their eyes. This is why she thought the local board should be specific. Mr. Rachal reinforced what Mrs. Crawley said and that the Legislators need to hear from the people living in this area about this ongoing issue, and he too encouraged everyone to contact their Legislator and stress to them these issues. Mrs. Crawley also added that the Legislature, the Governor, the State Superintendent of Education have all gone on record that they are in favor of merit pay and this is the simplest form of merit pay – you achieve something, but yet they don't intend to fund it.*



Mr. Riall asked about the statement they never intended to fund this and Mrs. Crawley responded that if you intend to do something, you will do it. Mr. Riall asked about the evidence that they do not intend to fund this? Jim Lee, director of finance, explained that the latest information received is next year only the National Board Certified teachers' supplement will be funded. The other four groups – counselors, psychologists, social workers, and speech language pathologists – have been cut from the Governor's budget. He added it is possible that the Legislature could change this. Mr. Lee said that this year the counselors were cut as well, and the way the law is written, the local school board will have to fund the teachers and counselors' supplements whether or not we get any amount from the state.

Mrs. Bell asked about the amount being deducted from the counselors' checks each month? Mr. Lee explained that we haven't, but he has submitted a recommendation to the superintendent. Mrs. Bell stated that she spoke with two counselors who told her money has been taken out of their check for this since January. Mr. Lee added that the recommendation is how the counselors can be repaid their money, but only the counselors.

*Vote on the motion carried unanimously.*

## **DISCIPLINE POLICY**

*Mrs. Crawley moved, seconded by Mr. Burton, that staff and the attorney work with Dr. March to prepare a draft policy for final approval by the board to resolve any potential conflict between the discipline policy, school wide positive behavior support policy, and any other Caddo Parish School Board discipline policy ultimately with the goal of providing uniform intervention and discipline throughout the schools in the district. Vote on the motion carried unanimously.*

## **BOARDDOCS**

*Ms. Phelps moved, seconded by Mrs. May, that staff begin the process of implementing XTG meeting management software as submitted at board member stations.* Ms. Phelps stated that these are the features of the BoardDocs enhancement program that is used by the City and is designed to provide enhanced presentations with the board meetings with all the features needed and she is asking that staff make any adjustments needed to join the two programs together. Mrs. Crawley thanked Ms. Phelps for her consistency in her efforts to improve the board's communications and asked if there is a dollar amount for this? Ms. Phelps indicated that the information staff provided at the last meeting only showed a difference in the issues here, but they will be working together, and she believes it is about \$2,000. Mr. Ramsey asked if there are any contractual problems? Mr. Abrams stated that he thought this is an enhancement of the current software (BoardDocs)? Ms. Phelps explained this is not a cancellation of BoardDocs. Mr. Ramsey asked if XTG is an extension of BoardDocs or is it a new software package? Ms. Phelps stated it is a new software package that will work with BoardDocs. Mr. Abrams stated that relative to BoardDocs, he understands we initially had a one-year contract with BoardDocs and that since January, we have been operating month-to-month. Mr. Brown indicated we are not under any contractual agreement at this time, and that BoardDocs had been allowing us to use the system free-of-charge until the board makes a decision. Ms. Phelps said she thought it was \$1,000 a month. Mr. Brown said the contract expired in December and BoardDocs has not billed the district this year. Ms. Phelps asked Mr. Brown if XTG would be an enhancement that can work with BoardDocs? Mr. Brown responded it can be. Ms. Phelps indicated that is what she is speaking of and that it will enhance what we already have in place for the board meeting agendas and information. In response to Board member Crawley's question regarding cost, Mr. Brown explained that the first year there will be some hardware to be purchased at a cost of approximately \$13,000 and then the annual maintenance fee is \$1,500. Mr. Ramsey asked if this will merge with BoardDocs or does BoardDocs have a similar arrangement, because he is not opposed to moving forward with a better system, but wants to make certain we won't get gouged in the process. Mr. Brown responded that BoardDocs is updating their software and when released this summer will incorporate some of the things XTG is providing, i.e. different voting system, speaker queuing. He added the two packages are designed to work together and there are some features XTG offers now that BoardDocs does not offer at the present time. Mr. Ramsey asked about BoardDocs fee and if adding XTG is about the same? Mr. Brown explained that Board Docs is \$1,000 a month and XTG will require an initial cost of \$13,000 and an annual fee of \$1,500. Mr. Brown stated that he spoke with Bill Wilson of XTG and he indicated it can

work this way. Mr. Ramsey stated if we are not in any contract violation and can move forward, he supports this.

Mr. Rachal asked Mr. Brown his opinion and direction? Mr. Brown responded that the release of BoardDocs upgraded software is approximately three months away which will provide some of the features being provided by XTG, and at this point, he would recommend waiting to see if the upgrades to BoardDocs will provide the features needed, and then the one product can be utilized, and if not, proceed with XTG. Mr. Rachal asked what will XTG offer that BoardDocs will not offer in their upgrades? Mr. Brown stated the only thing he is aware at this point is take the agenda and convert it to a PDF or HTML document. Mr. Rachal stated he wishes to see this done but is not sure it won't be worth postponing for three months to see if this happens. *Mr. Rachal moved, seconded by Mrs. Hardy, to postpone action on this item for three months.* Mr. Rachal said while \$13,000 may not be a lot of money, he depends on the technology personnel to recommend the type of technology needed. Mr. Abrams inquired about the contract and Mr. Brown's statement that they would be working in tandem, and will we have BoardDocs and the XTG program? Also, Mr. Abrams said he understands BoardDocs is hosting the site, so we didn't have to buy any equipment, but it looks like with XTG we will be buying our own equipment and they will not be hosting. Mr. Brown explained that BoardDocs will continue to host the agenda software and retain the historical activity, and the XTG component will house the software that will allow the additional features such as the 2/3 voting, speaker queuing, etc. Mr. Abrams clarified that we will continue with BoardDocs at \$1,000 a month, plus the expense for XTG? Mr. Brown responded it is his understanding that is what the board is recommending.

Mr. Ramsey asked for an explanation of the \$1,500 a year and the \$13,000 for equipment? Mr. Brown explained that the XTG software will mainly allow for presentation type capabilities, speaker queuing. Mr. Ramsey stated if BoardDocs adds these features, he believes it will be worth waiting the three months, and if not, then he believes it will be time to move forward. Mrs. Hardy stated she does not believe three months is a long time to wait, and she doesn't believe this is turning down a recommendation from another board member, but waiting three months to vote on it.

Ms. Phelps stated that it will be whatever the board decides, but she is tired of waiting and they just left NSBA and she asked for this last year and BoardDocs does not have the system here. She said she doesn't understand what we are waiting for and she hopes we will use intelligence, because this is a new technology and board members are waiting on the presentation of the agenda presented just as it is at the City Council, and it is the presentation and the additional features that we use that would be enhanced. She said it will look just like what the City Council and Parish Commission use. Ms. Phelps added she only wants to enhance what we are doing, and all these features are what she has asked Mr. Brown for over a year to look into adding. She said if board members want to wait three months, that is fine, but she is not willing to wait and is appalled that we are using an outdated system.

*Vote on the substitute motion to postpone for three months failed with Board members Riall, Hardy, Rachal, Ramsey and Armstrong supporting the motion and Board members Burton, Crawley, May, Phelps, Priest and Bell opposed.*

*Vote on the main motion carried with Board members Riall, Hardy and Armstrong opposed and Board members Burton, Crawley, May, Phelps, Priest, Rachal, Ramsey and Bell supporting the motion.*

## **SUMMER FOUR-DAY WORK WEEK**

*Mr. Rachal moved, seconded by Mrs. Bell, to approve the four-day work week as submitted by the superintendent.* Ms. Phelps stated she did not see the information on this item and asked the superintendent if this is for staff, Central Office, and how will it affect summer school? The superintendent responded that all operations will go to a four-day, longer day schedule. He stated the proposed time will be 7:00 a.m. – 5:30 p.m. with 30 minutes for lunch, with some flexibility with some of the construction projects and upgrading the facilities. He said he believes it gives parents more time to conduct business before work and after work. Dr. Dawkins explained that this schedule will be for June 1 through July 30. Mr. Rachal verified that this will also save money and asked if this is mostly due to energy costs? Dr. Dawkins responded that is correct. Mr. Rachal indicated that he discussed the energy costs several years

ago and he believes the superintendent and staff are moving forward with some things that need to be done and should have been done before now. Dr. Dawkins added that the energy issue will be addressed in the facilities study and the RFP is being prepared. Mrs. Bell expressed her appreciation to the superintendent for bringing this recommendation that will save energy and allow parents an opportunity to talk with staff before or after work. Mrs. Armstrong verified the time and that she loves the three day weekends, but she also noted employees that have said they were against this. *Vote on the motion carried unanimously.*

### **SUPERINTENDENT'S SIX-MONTH REVIEW**

*Mr. Burton moved, seconded by Mrs. Hardy, that following the first six months of the initial contract year, the board agrees to increase the superintendent's annual minimum base salary by \$5,000, and if the board deems necessary, the board deems that 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 the superintendent's efforts and achievements in assessing the school system needs and developing a mission plan for the overall improvement of academic performance. Vote on the motion carried unanimously.*

### **SUPERINTENDENT'S REPORT**

Dr. Dawkins expressed his appreciation to the board for their vote of confidence.

**History/Literature Course that Uses the Bible as its Course Textbook.** Dr. Dawkins reported he is working with Attorney Abrams on this request and will have something in the near future. Mr. Rachal stated he is willing to remove the item from the Superintendent's Report if he is assured it will remain on the list to be addressed. He said he has heard some may be offended; however, he is offended his children had to take sex education in public school, and since this is an elective, if anyone is offended, they do not have to take it. Dr. Dawkins reported he is working with Attorney Abrams and will bring a response by the first meeting in June.

**Update on Stipend for Caddo's 37 National Board Certified Counselors.** Mr. Lee stated that in 2008-09 school year, national board certified counselors were shorted \$536 for the year and this amount has been taken away from their salary. Mr. Lee explained that the way he interprets the law, Caddo must pay this and it will cost a little less than \$20,000, and next year it will cost the district approximately \$185,000 if the law is not changed. Adding the other three groups will mean adding approximately \$430,000. He added the law does not require the district to pay this, but if we pick up unfunded costs such as this, the district is likely to be stuck with this as a recurring expenditure each year. Mrs. Armstrong confirmed that this will be a special item on the agenda for the next board meeting and Dr. Dawkins indicated he will bring this for the board's consideration on May 5<sup>th</sup>.

Mrs. Bell asked for clarification on repaying the \$5,000 and asked about teachers? Mr. Lee reminded the board that teachers are not affected. Mrs. Bell asked for clarification on the other National Board Certified employees other than teachers and counselors and will we pay their supplements? Mr. Lee said we will pay them what the state pays us for that purpose, and because we are not required by law to make up the difference, he does not recommend paying the difference. Mrs. Bell asked if the Legislators do not pick up the National Board Certified groups, do we need to look into something to address this? Mr. Lee further explained that presently, Caddo Parish is supplementing an additional \$1,000, locally, to all of these employees, and he is not recommending that this be cut, but only what the state cuts to us.

Mr. Rachal again noted he hopes everyone understands what he previously stated and this is not the district doing this, but it's the State Legislators who are getting direction from State Superintendent Paul Pastorek.

### **10.03 Possible Internet Scheduling of High School Classes as Part of Expanded Technology.**

Dr. Dawkins reported staff is continuing to work on this and the RFP for student information systems is out and will include scheduling at high schools. He added there are concerns about security and staff is exploring all the possibilities. Ms. Phelps asked what is being looked at – high school classes, school-to-school Distance Learning? Mrs. Armstrong explained she is

talking about registering from home for high school classes, similar to registering for college classes.

**10.04 Partial Funding for Multi-Purpose Room at Summerfield Elementary.** Dr. Dawkins explained that in launching the facilities study, staff will be looking at these issues, because there are approximately 28 requests for multi-purpose rooms, and they will be bringing information to the board. He added that what is missing for him is the comprehensive look at all facilities and the needs. He asked for the board's indulgence for this as a part of the facilities study and announced that the assessments will begin this summer for a possible recommendation to the board for everything that is needed. Mrs. Armstrong also asked that meeting the needs at Walnut Hill regarding their cafetorium remain on the list also.

**10.05 Cyber Camp Update.** Superintendent Dawkins stated that several Caddo schools were involved in this Cyber Camp opportunity last summer, which was funded from various sources outside the district. He added that the funding is not available this year and the cost is approximately \$5,000 per school. Dr. Dawkins explained that he received a request that we continue to be a part of this program and upon discussing with the director how we might accomplish this (ways to fund it), he will bring this information to the board.

Ms. Priest stated she had the opportunity to review the information as submitted in identifying certain high schools and they want the CPSB to be the one to choose the schools to participate and she doesn't believe we should be picking and choosing what schools will participate, but that it should be open to all high schools. Mrs. Crawley explained that the high schools (Captain Shreve, Southwood and Byrd) requested it.

**MPC Update.** Dr. Dawkins reported that he and Steve White interviewed with the consulting firm that specializes in master planning and assured them that CPS desires to be a part of the process and will share the results of looking at our facilities with them. He thanked Mrs. May and Mr. Rachal for being a part of this process and Steve White has been his representative at these meetings.

**Dual Enrollment.** Superintendent Dawkins reported that updates have been provided. Ms. Phelps noted that she did not receive the update on Dual Enrollment. Dr. Dawkins requested that Mr. Thomas provide this information to Ms. Phelps. Ms. Phelps stated that she continues to bring this up as there are 11 high schools in the district and they are not all participating, and she doesn't think there are any excuses for this. She said she doesn't know what Mr. Thomas needs to do to help the principals realize that it's not their call of offering Dual Enrollment when there are three colleges in the city and it's still not being offered in every Core class, which the policy states that Core classes be offered Dual Enrollment at every high school. She stated her disappointment that we are not affording those students the opportunity and referenced minutes in 2007 where she requested a pamphlet to be provided at every school and she has not seen the update on this. She stated she hopes this can be corrected this year and that working in higher ed and leaving this state, she sees the opportunities in other states, and she always comes back to Caddo and what we are not offering. Ms. Phelps also shared with the board a call from a parent concerning a principal and counselor at a school who are discouraging students from attending certain universities and that the parent did not appreciate the counselor impeding on her child to say she did not want to attend Southern University. She said the principals should not be making the decision as to where and who offers the classes within the district. Ms. Phelps also referenced off-site classes and the fact that some students are leaving the school and driving to the universities, which is not Dual Enrollment. She said this is unfair and she hopes the unfairness in this district stops because every school is the same and every student should have the same opportunity. She requested that the superintendent check into this problem and address the issue of the principals making the decisions as to what schools come into the Caddo Schools. The superintendent responded that he will follow up.

**Fee Summer School.** Dr. Dawkins reported that information was provided on this request. Ms. Phelps asked about the stipulation that only students who have failed no more than two Core classes and need only one credit for promotion have the opportunity to pass the course and be promoted one grade level and is it correct they can fail two Core classes and still be promoted by passing only one? Ms. Edwards explained that is correct and in middle school a student can be promoted if they fail one subject, but they go through remediation and the SBL brings them up and if they meet the requirements, they can be promoted failing the one subject. Ms. Phelps

noted to the board members that the state is allowing this and you can see this might be where we are behind. Ms. Phelps noted that in trying to make this as easy as possible for the parents, is there a reason why the money can only be paid on the day of registration and not before? Ms. Edwards explained that there will be a registration on Friday and on Saturday (for the parents who can't come on Friday), but one bookkeeper and one person handle the money because if there are more, it can become a problem. Ms. Phelps asked that the registration sheet be changed to reflect registration on Friday and Saturday. Ms. Edwards confirmed it is noted on one of the flyers and they will provide a corrected form to principals for distribution. Ms. Phelps also asked if we will be letting parents know if their children are promoted to the next grade as soon as possible, because it references notifying them, but will we do so as soon as possible? Ms. Edwards responded that all parents receive a PI2 if their student is in danger and a PI3 and there is a number for setting up a SBLC meeting to let the parents know at that time. Ms. Phelps asked if that is before the opening of school?, and Ms. Edwards responded that is correct. Ms. Phelps asked that we let parents know that information as soon as it is available. Ms. Edwards added that parents are required to attend the SBLC meeting and at that time everything is explained to them in detail and their questions answered. Ms. Phelps also inquired about the students purchasing supplies, and Ms. Edwards verified that students will be provided what they need.

**Filipino Teachers.** Ms. Phelps said she asked months ago for a continued update and she has not received one and the sheet sent out was not reflective of who started where and their location now. Dr. Dawkins stated that none have left, but staff will provide the information. Dr. Robinson stated there have been no changes since the last report which included 42 teachers were hired, 41 teachers arrived, and they are still in the same placement.

**ArtBreak.** Superintendent Dawkins announced that ArtBreak is in progress and encouraged Board members to stop in and noted some of the scheduled events.

## **ANNOUNCEMENTS AND REQUESTS**

Mrs. Bell asked staff to provide information on what is being done regarding the Goodwill Industries GED program and the 25 students, with a waiting list, and the fact that the teacher will be leaving to go to Bossier to teach at a new site. She stated we do not want to lose this class. Mrs. Flowers indicated she has been communicating with them and this is a funding based issue, but will be glad to visit with Mrs. Bell about this.

Mrs. Bell requested that the superintendent and board president put together a task force between the District Attorney, the Juvenile Center and the School System on bringing parents in the equation for student behavior criteria.

Mrs. Crawley noted a comment made by a speaker during the visitors' time regarding the dismissal of teachers at the AU schools and that the board believed they were bad teachers and this would be the same as saying all the teachers at the five-star schools are all the best teachers. She said that is not the way we judge our teachers and any teachers that are bad teachers should be brought before tenure hearings and fired, and not this thing that we just did. She said we are simply trying to restructure these schools, give them new identity, and the board never said anything about the quality of teachers. She added we want to match up teachers and administrators with the type of school. Mrs. Crawley said she hopes we stop saying this.

Mr. Ramsey requested that staff move forward on the 4 x 4 in all high schools which he believes will help address the so-called Dual Enrollment issues and other things as well.

Mr. Burton asked the superintendent about the legality of the State Board of Education taking over the buildings for the charter schools since these buildings were funded by bond issues of the citizens who had nothing to do with the problems being experienced today.

Ms. Phelps asked the superintendent if it is possible that registration forms for Dual Enrollment can be consistent throughout the district, since currently every form is different.

Ms. Phelps also asked that each school participate in the vocational, career and technology program and noted that at the banquet all schools were not participating.

Ms. Phelps requested that when the new XTG is implemented that Alex Xifos in Technology take the lead on this project and make the presentation and inform the board on updates. Dr. Dawkins responded that staff will be organized to do this.

Ms. Phelps announced that LSBA will meet with the State Superintendent on Friday on school board reform and she will bring an update to the board.

Mr. Rachal announced that there will be a community forum at Youree Drive Middle School on Thursday, April 23, 2009 at 6:30 p.m. to address neighborhood schools, magnet schools, AU schools, and the facilities study.

Ms. Priest reminded the board that a meeting with the local Legislative Delegation is scheduled for Wednesday, April 22, 2009, at 11:30 in Room 1 to discuss key issues being discussed during the upcoming Legislative Session. She encouraged board members who had topics for discussion to please get those items to Superintendent Dawkins.

Mrs. Anderson announced that informational parent meetings for the new Newton Smith Middle School and Math/Science Middle Schools will be held on Monday, April 27<sup>th</sup>, 6:00 p.m. at Linear Middle and 7:30 at Linwood Middle, and this will be communicated to parents beginning on Wednesday morning.

Ms. Phelps announced that the LSBA Legislative Day will be held on May 18<sup>th</sup> and 19<sup>th</sup> and the opportunity for board members from districts with AU schools to earn the required credits. Ms. Phelps also stated that LSBA is also partnering with the LFT and LAE to address the education issues in the upcoming Legislative Session.

Ms. Priest also reminded board members to complete the disclosure statements.

## **EXECUTIVE SESSION**

**Level IV Grievance No. 1.** *Mrs. May moved, seconded by Mrs. Hardy, to go into executive session for 20 minutes for a Level IV grievance. Vote on the motion carried and the board went into executive session at approximately 8:40 p.m.*

The board reconvened in open session at approximately 9:25 p.m. *Mr. Ramsey moved, seconded by Mrs. Hardy, that the board accepts staff's recommendation at Level III.*

*Mrs. Crawley moved, seconded by Mrs. May, that if the position at Westwood is not filled by a certified special ed teacher, and the principal is in agreement, that we immediately move Mr. Myles to Westwood. Mr. Ramsey asked Mr. Abrams if the board is treading in territory it doesn't need to? Mr. Abrams responded that the board is treading with the sharks. Mr. Ramsey asked that the board heed the attorney's advice, and stated he believes there is a commitment to place this teacher in another school next year. Mrs. Crawley and Mrs. May withdrew the substitute motion.*

*Vote on the original motion carried with Board member Crawley opposed. Mr. Rachal was absent for the vote.*

**Level IV Grievance No. 2.** *Mrs. May moved, seconded by Mrs. Hardy, to go into executive session for 20 minutes for the purpose of hearing a Level IV grievance. Vote on the motion to go into executive session carried and the board went into executive session at approximately 9:30 p.m. The board reconvened in open session at approximately 10:13 p.m.*

*Mrs. Hardy moved, seconded by Mr. Riall/Mr. Burton, that the CPSB uphold staff's recommendation to 192 job and that the attorney will meet and make a determination whether or not it will be prudent for them to be located at Building 6. Mr. Ramsey stated that he didn't hear anything about the dismissal of retaliation charges and moved, seconded by Mrs. Armstrong, that the CPSB uphold staff's recommendation at Level III, maintain the 192 work year, dismiss the retaliation charges and ask the attorneys to review the statutes and if at that point in time, we can reinstate the employees back to their original jobs, that the board do so.*

*Ms. Phelps moved, seconded by Mrs. Bell, to postpone this issue until the verbiage in the original motion and the attorneys come back with an opinion and that the board only hear the recommendation when it is brought back. Mr. Abrams stated that if the board is requesting that the recommendation be brought back, he will come back with both sides. Vote on the substitute motion to postpone until the attorneys research and come back with additional information and a recommendation carried with Board members Ramsey and Armstrong opposed, and Board members Riall, Hardy, Burton, Crawley, May, Phelps, Priest and Bell supporting the motion. Mr. Rachal was not present for the vote.*

**Adjournment.** *Mrs. Bell moved, seconded by Mrs. May, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 10:20 p.m.*

---

Dr. Gerald D. Dawkins, Secretary

---

Lillian Priest, First Vice President

**May 5, 2009**

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 7:05 p.m. on Tuesday, May 5, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Dr. Gerald Dawkins, secretary, and Reginald Abrams, legal counsel. Mrs. Hardy and Mr. Burton were absent. The prayer and pledge of allegiance were omitted.

### **PERSONNEL RECOMMENDATIONS**

Dr. Mary Nash Robinson, assistant superintendent for human resources, introduced the following appointments approved by the board on April 21, 2009: Anthony Tisdale, Woodlawn Leadership Academy; Marvin Alexander, Green Oaks Performing Arts Academy; Betty Cook Jordan, Booker T. Washington New Technology High School; Patrick Greer, J. S. Clark MicroSociety Middle School; Dr. JoAnne Hood, Barret Paedeia Academy; and Sabrina Brown, Oak Park MicroSociety Academy.

Dr. Dawkins announced that all these principals were at the Teacher Fair on the weekend working and began meeting with staffs at the schools this week to begin assessing the needs and compile teams to move forward. He also announced community meetings are scheduled for this week and next week for explaining the changes.

Ms. Phelps expressed appreciation to the principals present for accepting these challenging positions, and that they have the board's support as they continue to use their leadership skills, as well as the skills of those they surround themselves with, and that as long as what they do is not about them, they will succeed. Ms. Phelps stated she looks forward to seeing the successes next year and asked the superintendent to bring these principals back next year to report to the board. Dr. Dawkins reported this team and other principals will be reporting frequently to the board.

Dr. Dawkins presented the following list of recommendations for administrative positions as part of the restructuring in the district and working with the AU schools: (1) Antoinette Turner, Chief Academic Officer; (2) Judith Fair, principal, Caddo Heights Math Science Elementary School; (3) Donna Jean Marshall, principal, Fair Park College Prep; (4) Jesse Scott, principal, Newton Smith Middle School. He announced the remaining positions will be finalized in the next few days and he will bring recommendations by the next meeting.

*Mrs. May moved, seconded by Ms. Phelps, to accept the recommendations as presented by the superintendent. Vote on the motion carried unanimously.*

### **LEE HEDGES TURF**

Dr. Dawkins explained that the Lee Hedges Stadium has incurred a drainage problem over the past couple of years and in the process of repairing the drain, staff has also looked at the turf that is there and the cost to maintain it. The superintendent reported that he asked staff to explore the possibility of artificial turf for Lee Hedges Stadium and with this being a time sensitive project relative to having the turf restored or replaced with an artificial turf, he asked Steve White to bring a report on the findings. Steve White, director of construction, stated that in February staff was made aware of a drainage issue between the field and track at Lee Hedges Stadium where parts of the track were beginning to erode and collapse. He explained that in investigating the problem, they learned that the corrugated metal pipe from the original construction of the track had eroded away. In looking at repairing the drainage system and the option of synthetic turf, staff looked at the cost of the drainage system for both the natural grass field and also for a synthetic turf. The cost of replacing the drainage system for the field and track system is approximately \$300,000. He also reported that in looking at replacing with synthetic turf, he and Alan Carter, supervisor of athletics, looked at the pros and cons, visiting several of these fields in the Dallas area and found that the cost of the track is a significant pay back over a 10-year period. Mr. White reported that currently the district is spending approximately \$77,000 a year for the upkeep of that field and this is partly a result of the amount of usage of this field and the constant need to be painted off more than once a week. In doing the analysis of the synthetic turf, they learned that the maintenance is significantly less than it is on a natural grass field. Mr.



White also explained it is documented that the synthetic field, as long as it is maintained, produces less significant injuries, as well as less knee and ankle injuries than do natural grass fields. He reported with the cost of the drainage being approximately equivalent on either type of field, staff looked at the maintenance on either field, and over a five year period, and including the cost of the synthetic turf, there would be an initial savings of \$457,000 the first 10 years. Over a 20 year period, and assuming the turf had to be replaced after 10 years, Mr. White reported an anticipated savings of \$1.1 million, which is due to the reduced amount of maintenance the synthetic turf requires. He also stated staff believes if a decision is made to replace with the artificial turf, there would be an increased number of uses of the field.

Mr. White stated that it is staff's recommendation to move forward with the synthetic field because of the cost savings over the 10 to 20-year period. He also reported that the initial dirt work for the turf field is approximately \$500,000 to \$600,000, and currently the district is spending approximately \$77,000 annually for the equipment and labor for maintenance on Lee Hedges field.

Mrs. Crawford asked if soccer is still played on the soccer field? Mr. White responded it is, and the field being proposed will be more in line with a multi-sport aspect. Mrs. Crawford asked if the football field would be used for soccer also? Mr. White said he believes that is the intent for increased usage. Mr. Carter responded they will be using both fields. Mr. White stated he and Mr. Carter have discussed this as a long-term goal, but the primary goal is to start with the field inside the stadium. Mr. White indicated he could inquire, and explained if the board approves this tonight, staff will bid the project, and if the project stays on schedule, completion is projected for the Wednesday prior to Thursday or Friday jamborees.

Ms. Phelps inquired about the number of serious injuries on the turf as opposed to the natural grass? Mr. White responded that the numbers are significantly less on artificial turf fields and there are two types of artificial turfs, and he is recommending the turf of the higher quality, which is rated eight of the top 10 fields in the National Football League. Ms. Phelps asked when this one is complete, what school would be next? Dr. Dawkins explained that all the schools will be looked at in the facilities study. Ms. Phelps said even with the track, she believes some of the other schools can use this because of the bad shape of some of the other schools' tracks. Mr. White stated that Lee Hedges is a districtwide facility and multiple schools use this facility. Ms. Phelps responded she isn't saying they don't, but she is saying maybe other schools can use it and cited Green Oaks as an example. Mr. Carter responded there are only two tracks – one at Lee Hedges Stadium and one at Northwood. Ms. Phelps asked staff where does BTW and Green Oaks hold their home track meets? Mr. Carter responded at Lee Hedges or Northwood. Mr. White added that this year everything was run at Northwood because of faults of the Lee Hedges drainage system. Ms. Phelps asked if these other schools still practice on a little of nothing track at their schools, as this is what she is getting to? Mr. White responded that is correct. Ms. Phelps further explained her point that these schools need better practice facilities, because she feels certain that Shreve gets to practice on the Lee Hedges track.

Mrs. Crawford asked staff to advise them of the home schools for Lee Hedges Stadium? Mr. Carter responded it is home for all middle schools and to Woodlawn, Captain Shreve and Byrd High Schools.

Mr. Rachal stated we are either going spend \$300,000 to correct the problem on a field that costs the district a lot more money to operate or we spend \$600,000 more and have something that will cost us next to nothing compared to what we have. Mr. White responded that is partially correct and the \$300,000 for the drainage system is for either system, and it will be an additional \$500,000 for modification to correct the drainage problems. Mr. Rachal asked if we go back to the natural turf, what will it cost? Mr. White responded about \$300,000 to correct the problems with the drainage, because the natural turf is in place and that will not change and there will be no additional cost for it.

Mrs. Bell asked what stadium does Huntington High School use as its home stadium? Mr. Carter responded that Huntington, Fair Park and Southwood's home base is Independence Stadium and they have been playing on artificial turf for six years. Mrs. Bell asked about the money that Huntington, Fair Park and Southwood pays to Independence Stadium for its use? Mr. Carter said we do not pay the City anything for the use of Independence Stadium because we have a cooperative agreement to use their facilities and they use ours free. Mrs. Bell asked about BTW

stadium? Mr. Carter responded for football basically BTW, however, sometimes Fair Park and Woodlawn will use the stadium depending on how schedules fall, and BTW is a really nice stadium that is underused. Mrs. Bell asked about the lighting at Huntington and the need to upgrade since students are practicing at these facilities everyday, and she believes Turner could also use this facility if the lighting was in place. Mr. White responded that the focus now is to look at all the needs districtwide in the upcoming facilities study and get a priority as to where we need to go next, because there are drastic needs all over the district. Mrs. Bell stated that lighting should have been done a long time ago because of crime issues and students practicing in the dark. Mr. Ramsey called for a Point of Order and the need to stay on track with the item being discussed. Mrs. Bell said she would like some lights at Huntington when school starts.

Mr. Riall asked Mr. White if the \$300,000 to replace the drainage system includes the cost to put the natural grass turf back? Mr. White responded it does. Mr. Riall asked if a decision is made to go to artificial turf, will the grass turf have to be removed? Mr. White said we will. Mr. Riall asked what would be done with that natural turf? Mr. White indicated he had not thought about that aspect, and Mr. Riall indicated it is something that an RFP could be released for maybe a sod cutter to remove it.

*Mr. Ramsey moved, seconded by Mrs. Armstrong, to accept staff's recommendation to upgrade, replace the turf and drainage system at Lee Hedges Stadium.* Mr. Ramsey said this is something that needed to be done for years based on the amount of activity at this facility by our schools and the City. Ms. Phelps asked Mr. White if this is the same project that a few years ago the City agreed to provide some funding for a large track meet that we worked in conjunction with the City? Mr. White responded it is not and that project died on the City's side with some issues with their designer? Ms. Phelps asked if we are not doing what was proposed to be done at that time? Mr. White said we are not, because that was not money to be spent by CPSB, but money to be spent by the Shreveport Sports Authority in bringing the final track tournament, and the tournament went to Birmingham, Alabama. Ms. Phelps indicated that on the issue of upgrading the field, are we doing any of that now? Mr. White said we are not, because the upgrades they were talking about included creating a steeple chase in our track, which our school athletics does not utilize, and there was some addressing of an additional high jump pad as an alternate, but we would only be changing the elevation and moving it to the outside of the track and it is included in the price proposed to the board.

*Vote on the motion carried with Board member Priest opposed and Board member May not voting. A revote of the motion carried with Board member Priest opposed and Mrs. May supporting the motion.*

## **SUSPEND THE RULES**

*Ms. Priest moved, seconded by Mrs. Bell, to suspend the rules to hear an update from Dr. Dawkins relative to the RSD and to discuss the board meeting date.* Mrs. Crawford asked if there were any speakers who wished to address items being added to the agenda, including changing the meeting on the 19<sup>th</sup> to May 26th. *The motion to suspend the rules carried unanimously.*

*Ms. Priest moved, seconded by Mrs. Bell, to hear a report and update on the RSD from Dr. Dawkins. Vote on the motion carried unanimously.*

Dr. Dawkins reported that he talked with Dr. Gilbert from the RSD, who has replaced Dr. Sheffield, and he was informed of a schedule of timeline and dates they need for us to begin to transition between our district and the charter providers. He reported that they have asked us for (1) information on our master schedule for an idea on the types of courses we offered last year at these schools, (2) names of the teachers in our school system, and (3) names, addresses, phone numbers, grades of the students currently enrolled in Linwood and Linear, which requires us to screen legally before release. Dr. Dawkins said they are also asking for an inventory list of the buildings and they will use this to plan a meeting and share this with the providers with a team from Caddo. Dr. Dawkins also reported that Dr. Gilbert will be forwarding him a list of potential areas the providers may want to negotiate with us for service contracts to provide some services, which could include transportation, special ed, staff development, food service, security, maintenance, custodians, etc. The superintendent stated that he has told us that the statute requires us to provide these services at cost and this will be discussed with our attorney and will

report back to the board the final outcome. Dr. Dawkins announced that he will advise the board as to dates we are scheduled to meet with these groups, and the dates they are scheduled to meet with staff.

Mrs. Bell stated if they take over the schools on July 1, she doesn't want us disrupting our schools for anyone to come in at any time. Dr. Dawkins responded there are no plans to have anyone come into the schools until after school is out. Mrs. Bell stated that when she and other board members attended the meetings in Baton Rouge, the charter school providers stated they were ready with their own curriculum; and if we are failing schools, she questions why they want our curriculum and schedule. Dr. Dawkins explained they asked for the master schedule (classes offered), which is not the same thing as the curriculum. Mrs. Bell asked who designed this?, and Dr. Dawkins responded that Caddo Parish staff designed it. Mrs. Bell stated that is her point and why can't they design their own curriculum. She said this appears like we are helping them put their school together and they said they were ready for everything. Mrs. Bell said she believes legally we can't release peoples names, phone numbers, addresses, etc. Dr. Dawkins responded that we have not released anything and that is why the attorney is reviewing this request. Mrs. Bell again asked that we make sure our students are out of school and they are not disrupted.

Ms. Phelps asked about the master scheduling and does it include the classes offered and would they not use this information to put together a curriculum? Dr. Dawkins responded that the curriculum is what's taught and the master schedule describes the subjects. Ms. Phelps asked if you would need the subjects in order to put the curriculum in place? Dr. Dawkins stated that if they don't have the ability to do that, it gets back to whether or not they are ready. Ms. Phelps noted the things the superintendent listed and if any of the information requested requires a vote of the board to release that information. Dr. Dawkins responded that he is not certain it requires a vote, but he believes it does require legal review, then a determination will be made if it needs to come back to the board. He assured the board that staff will not release anything until it is reviewed. Ms. Phelps asked the reason for meeting with this group? Dr. Dawkins stated that we will need to discuss negotiating any services they may want to purchase from us. Mr. Abrams confirmed that there is no doubt that the State Statute requires us to provide services that are in the Statute, including transportation, food services, and special ed, and it states Caddo Parish will be able to charge for those amounts, thus we can continue to employ our people and charge them back for the services. If there is a disagreement on the amount, there is a process for determining if the amount of money is appropriate. Mr. Abrams also stated that he believes the contract should be between the CPSB and the RSD, and not the Charter School. Ms. Phelps asked if the meeting must take place before July 1<sup>st</sup>? The superintendent responded it does, and not just for them, but for us as well. Ms. Phelps asked about the timeline for the inventory? Dr. Dawkins responded that staff is compiling the last portion of this information and will meet and let them know, however it will all go through our attorney. Ms. Phelps asked that the board be made aware when these meetings happen. Dr. Dawkins added that everything he has talked about he will share with the entire board. Ms. Phelps asked that board members be made aware as soon as possible. Ms. Phelps also asked about meeting with the teachers? Dr. Dawkins explained that they will be inviting teachers. Ms. Phelps asked will they not need to get the teachers' names from us? Dr. Dawkins stated they said they will get names from the master schedule; however they will get these names anyway.

Ms. Phelps asked about Linwood and the change in the name and will the school keep the same colors, etc.? Dr. Dawkins responded that everything will remain the same, there is no plan to change this. Ms. Phelps stated that in a meeting last week, the Linwood people were there and she thought it interesting that at the end of their presentation they noted that they believed all students can learn and she shared with them that she thought that interesting and that is what we believe as well as we take those students who don't want to learn. She challenged them to motivate those students who don't want to learn and shared her concern relative to the takeover and what is being done across the state.

Ms. Priest referenced the BESE meeting in which the charter companies stated they were ready to take over these schools on July 1 and she believes sometime you must be ready to accept a challenge and she has some issues and concerns when the board is told we must release our master schedule, that we must enter into a contractual agreement to provide these services, and the liabilities that may be associated with these decisions. She added she believes sometimes these statutes need to be challenged, because they have in essence said to us we are not doing what we are supposed to do; and if that is the case, she doesn't understand why they want to

contract with us for these services. She added as a board, she believes we need to call the State's hand. Dr. Dawkins responded that we also have every right if we don't have the capacity, or if we choose not to, to not do this and it will be a part of that discussion with them.

Mrs. Crawley left the meeting at approximately 7:55 p.m.

Mr. Rachal asked about the athletics that will be going on at Linwood and Linear and what teams will they be playing? Dr. Dawkins responded that he doesn't have any idea how that will operate, but he doubts they will compete with our schools. Mr. Rachal stated that he believes it interesting that the for-profit companies are coming in and we have to provide services to them at no profit, and he doesn't understand this. Dr. Dawkins stated that from experiences, the laws around Charter Schools in this state are much different than anywhere else.

Ms. Phelps stated that in Point Coupee Parish, those schools that were under MOUs were taken over by the state only six months into the three year agreement, and she is concerned in our efforts under the MOU and the possible need to get a commitment in writing that this will not happen to us in less than a year's time without some feasible feedback. Mr. Abrams stated that we already have a contract in that the MOU states what it states and that it is a three-year agreement. Ms. Phelps stated her point is that in Point Coupee Parish, the state took over a high school in Point Coupee Parish that was only six months into a three-year agreement, and this is a concern that it could happen to us. Mr. Abrams stated that our MOU has a termination clause in it that we negotiated and that the BESE board must vote to terminate an MOU, and it is something that is in all the MOUs. Ms. Phelps said if that is the case and since BESE put us in this situation, BESE can come back next year and place some of our schools in the same situation with a 6-5 vote. She again asked that we put something in a letter. She also stated she believes Mrs. Johnson stated the MOUs were a negotiation between the two parties, but she understands they basically told us what would be done. Mr. Abrams said there was some negotiation and he explained this to the board when he brought the MOUs for the board's consideration, which included those points about the RSD and that the board did not want to contract with the RSD, that we wanted a contract with the SDE, that we would not allow them to come into and decide who would be our administrators (in which they agreed to change certain language), and the changes we negotiated in the termination clause. He added there were items, addressing the dollar amounts, but they would not change them. Ms. Phelps said that is her point and we asked them for the agreement to be with the SDE and not the RSD and the status was this did not change. Mr. Abrams said that is correct and they wanted all the agreements to be the same throughout Louisiana. Ms. Phelps said the items we attempted to negotiate, she would like for us to write the SDE to let them know these are things we asked for in the negotiations and did not get. She said she was not present for the vote on the MOUs and there is still the impression that we were told how it was going to be. She asked if they set the fee on the funds they will charge? Mr. Abrams responded that is correct. Ms. Phelps asked if they gave us a ratio on how they determined those fees? Ms. Phelps said she still wished to have it on record, because BESE said this was to be a negotiated item, even if it is Caddo saying we tried to negotiate in these areas. Mr. Abrams explained that when he made the presentation, every board member present made known their thoughts and it was a part of the record those things the board did not like in the proposed MOUs. Regarding the contracts, they were sent back and forth between the attorneys and presented, and they did not agree to it. Ms. Phelps again stated that is what she is asking and that it be put in writing in a letter for the file. Mr. Abrams said he will be glad to do whatever the board asks him to do and there would be a need for a motion. Ms. Phelps stated she is sharing this from the State side as to what the RSD is doing and she is concerned whether or not the members of BESE even know what is actually going on.

Ms. Phelps asked about the scores we have coming from those schools, and the possibility of getting this in writing, that if their scores are increased, they would not be taking on these schools? Mr. Abrams stated that this answer was specific in the contract and there was a provision that stated if the schools reached a certain score, they would come out of the MOU and this was deleted and they would not agree to it. Ms. Phelps said she believes the BESE members thought this was something of consideration. Mr. Abrams explained they changed this and a decision was made that they wanted to make certain it was for the entire term and it was actually in the original draft that it would allow us out after a certain period of time, but that provision was changed. He said BESE is aware of this and BESE wanted this provision included, but they decided they didn't want it. Ms. Phelps said she is unsure that BESE knew this and she would like this on record. Mr. Abrams clarified that the negotiations were not with the RSD attorney

but with the Board of Education attorney. Ms. Phelps said she only wants to cover ourselves and use this with what will happen down the line, because this is only just the beginning, and if necessary, she will bring a motion to address this.

Mrs. Bell asked if there is a difference between RSD and Charter Schools? Mr. Abrams explained that the RSD is a district who is contracted to start Type V Charter schools. Mrs. Bell said they mentioned at the BESE meeting that Charter schools take over and we don't have anything to do with them. She asked why do we have to meet with them and why do we have to answer to them, and stated that officers of the CPSB need to be in attendance with the superintendent with these groups. Mr. Abrams clarified that the meeting is with the RSD and not with the Charter. Dr. Dawkins stated he will be glad to advise board members when these meetings will be held. Mrs. Bell said everyone needs to look at the record for Charters all over the United States, because she doesn't want Caddo's students to be hurt as a result of this. She said she wants to go on record as stating she doesn't believe if they are wanting our curriculum, schedules, etc., they are not ready.

Mr. Riall stated he believes we have discussed this issue a number of times and everyone knows the SDE and the RSD do not care what we think. He referenced the LAE Legislative Conference where a plan based on the success of Charter Schools was presented and they have not been that successful. He said we agreed to the MOUs and we need to move forward with our business and cooperate the best we can, because if the Charter Schools do not work, he knows they will be giving them back to us. At the present time, the board must make sure the other eight schools, plus Bethune, continue to increase their scores each year and hopefully do away with the RSD and these Charter Schools.

Ms. Priest shared with the board proposed HB495 being sponsored by Rep. Dixon and it has been assigned to the House Education Committee dealing with accountability and would exempt a school that meets specified criteria from being transferred to the RSD. She said the present law provides for the transfer to the RSD with approval by the BESE Board of those schools that have been labeled academically unacceptable for four consecutive years. Mrs. Crawford stated this is why board members need to be present in Baton Rouge on May 18, 19 and 20<sup>th</sup>.

#### **CHANGE IN MAY 19<sup>TH</sup> CPSB MEETING**

Jim Lee, director of finance, stated that Mr. Schlueter had left the meeting, but he believes, in regards to the QSCB issue, that Mr. Schlueter must notify the taxing authority by the 19<sup>th</sup> of the board's decision. After discussion about the need to change the meeting due to meetings in Baton Rouge May 18-20, *Mrs. Bell moved, seconded by Ms. Priest, that the May 19<sup>th</sup> CPSB meeting be changed to Wednesday, May 13, 2009, at 4:30 p.m. Vote on the motion carried with Board members Ramsey and Armstrong opposed and Board members Riall, Phelps, Priest, Crawford, Rachal, and Bell supporting the motion.*

#### **ANNOUNCEMENT**

Ms. Phelps shared with the board information on HB687 concerning the dental services in our schools. She said there are services in Atkins and others across the district and announced a committee meeting scheduled today was postponed until next week and noted the verbiage on page 3 that would take the services out of the schools and require the families to come to the dental offices. Ms. Phelps asked board members to contact Legislators about this and reminded them that Mrs. Hughes from Schumpert correlates these services with the services Schumpert offers at Atkins and other sites and we do not want these services removed from our schools. She also shared with the board an update on the other board reform issues and dates House committees will be meeting on these issues and encouraged board members to contact Legislators about our position on these matters.

**Adjournment.** *Ms. Priest moved, seconded by Mr. Riall, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 8:28 p.m.*

**May 13, 2009**

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 Wednesday, May 13, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Eursla Hardy, Willie Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, 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.

### **CONSIDERATION OF MINUTES OF THE APRIL 21, 2009 CPSB MEETINGS**

*Mr. Burton moved, seconded by Mrs. May, to approve the minutes of the April 21, 2009 CPSB meeting as submitted. Vote on the motion carried unanimously.*

### **ESTABLISH AGENDA AND CONSENT AGENDA**

Dr. Dawkins asked that Items 9.03 and 9.04 be removed from the agenda and postponed until June. President Crawford announced that Items 7.01-7.03, 8.01-8.02, 9.05-9.07, 9.09-9.13, 9.15-9.18, and 9.21 are the Consent Agenda.

### **PRESENTATIONS AND RECOGNITIONS**

Dr. Mary Nash Robinson, in the absence of Burnadine Anderson, recognized the following students and employees for accomplishments made this year on behalf of the CPSB and staff. The president and superintendent greeted and presented each honoree with a certificate/award. Administrators, families and friends present were also recognized.

**National Air Rifle Championship Winner.** Cadet William Eades III, C. E. Byrd High School, was recognized as the US Army Junior Reserve Officers Training Corps, National Air Rifle Championship winner.

**Weekly Reader National Competition.** Mary North Jones, South Highlands Elementary Magnet, was recognized as National Runner Up in the Weekly Reader's National Competition for her article in the Eyewitness to History Contest – "Never Give Up – Holocaust".

**Louisiana FBLA 2009 Leadership Conference Winners.** Jhatarra Williams, North Caddo High School, was recognized as the District I Vice President in the Louisiana FBLA 2009 State Leadership Conference. Also recognized, but not present, was Booker T. Washington High School for placing first in Digital Video Production and in Electronic Career Portfolio.

**STAR – Teaching Professions Winners.** Dr. Robinson recognized Bonnie Martinez, principal of Caddo Career & Technology Center, as well as the following students for participation in the S.T.A.R. (Students Teaching and Reaching) Program: Te Raycia Adger, Shyla Allen, Siedah Atkins, Jessica Brumley, Alisalyn Caldwell, Lindsay McInturf, Tanina Scott, Brad Seidel, Alexia Semien, Courtney Stratton, Tiffany Toliver, Alexis Clay, Tracy Crow, Kristin Jacobs, Embria Manigo and Shaun McCallister. Lindsay McInturf was also recognized as the Student of the Year for 2008-2009 for the S.T.A.R. Program and a scholarship recipient; and Tracy Crow and Courtney Stratton, were recognized as scholarship recipients.

**SkillsUSA Medal Winners.** The following students were recognized for competing in the Louisiana SkillsUSA Contest April 20-22, 2009 at the Louisiana Technical College in Lafayette, Louisiana: Debra Bothel, Secondary Advisor of the Year; and Kevin YpYa, Director's Award; Jonathan Mitchell, Advertising Design; Chase Rogers, 2009 Gold Medal Winner for Architectural Drafting; Vanessa Adger, Customer Service; Kelly Anderson, Medical Terminology; Will Cagle, Major Appliance Technology; Brandon Carpenter, Technical Drafting; Ethen Cavanaugh, Extemporaneous Speaking; Jose Dealejandro, State Pin Design and State T-Shirt Design; Taya Duchatellier, Health Occupations Professional Portfolio; Keaton Dunn, First Aid/CPR; Shavanety Jones, Job Interviews; Leslie Morgan, Commercial Baking; Candance Orange, Job Skills Demonstration Open; Josh Scott, Heating Ventilation A/C & Refrigeration; Jramika Sherman, Dental Assisting; Alec McCommon and William McCommon, Television (Video) Production and Opening and Closing Ceremonies Team.

**Wings to Wellness.** The following were recognized for receiving special “Wings to Wellness” awards: (1) Arthur Circle, Feather of Distinction Award, for outstanding 2008-09 school health event “Walking and Wheeling Wednesdays”; (2) Herndon Magnet Elementary/Middle School, Gold Wing Award, for the highest number of physical activity, nutrition and healthy behavior points obtained in the 2008-09 “Wings to Wellness” Initiative; and (3) Christus Schumpert Hospital, “Wind Beneath our Wings” Award for outstanding community support for the Wings to Wellness Initiative. Ms. Phelps also expressed appreciation to Christus Schumpert for the clinics at Linwood and Woodlawn.

Mrs. Bell congratulated the Huntington Raiders baseball team, the two players receiving the 2008-09 All District Utility Award, and Caddo students named to the All Star Baseball Team. She also congratulated the students at Huntington for receiving over \$1 million in scholarships.

## VISITORS

Roy Thomas, director of high schools, announced that community meetings are scheduled for May 14<sup>th</sup> (6:00 at BTW and 7:30 at Woodlawn) and May 18<sup>th</sup> (6:00 at Fair Park and 7:30 at Green Oaks), and that every student was given a flyer about the meetings to take home.

Robert Green addressed the board regarding the mascot (Mr. Rebel) for North Caddo High School. He stated that some say North Caddo has a mascot, but he doesn’t believe the school does. Mr. Green said when he first met Mr. Rebel, he was dressed in Confederate gray and carrying a Confederate flag, which is also known as the Rebel flag. During the time, he said it was thought this was not correct and the flag and the Confederate gray were removed and he was dressed in black. Also during the time Mr. Rebel was still the mascot, it was decided that it was the same person, but dressed in another suit, so he was removed and there has not been a visible mascot for some years. Mr. Green asked the board to look at this situation and make a decision regarding right and wrong, considering how hard they have worked in the community to bring unity and harmony and they are striving for North Caddo and the Vivian area to be an example on how people are to live in harmony. He noted that in talking to members of the younger generation, they do not understand the history of the mascot and they are looking now to the board for a way everyone can come together and continue to grow in the community.

Spike Harville, disc jockey show host, addressed the board on the mascot at North Caddo High School and if icons of the past are removed, you are removing the markers of where you have been and where you are going. Mr. Harville stated those at North Caddo are Rebels, as those in the south are Rebels, and while he knows this is an emotional issue, he asked board members to check their hearts on this issue, and not let what others are saying determine the decision they make. He said diversity divides us and unity unites us and he believes everyone needs to look inward regarding this issue and keep the Southern Gentleman as the mascot.

Mike Lee also addressed the board on the mascot at North Caddo High School and telephone calls they received and results of a poll on their website. Results of the poll indicated 97% of the people do not want to change, but they want to keep the Rebel mascot. He noted again the misunderstanding of the young people, and it is correct that the young people do not understand this fight that activists are telling them they have. He added the students at North Caddo do not have a problem with the mascot and he believes they don’t because they are Rebels. He shared with the board the history of the Rebels in this area during the Civil War and those who have fought for what they believe in, including Rosa Parks, Martin Luther King Jr., and Malcolm X. He added that “Rebels” are those who fight for what they believe, and he doesn’t believe it is wrong to be “rebels” against drugs, “rebels” against teen pregnancy, and that maybe we should teach the younger generation what it meant to be a “gentleman” and that being a “gentleman” is a good thing. He said he believes this issue is only about a small group of activists who want to make a name for themselves.

Michelle Osborn, parent, stated her appreciation to the board and the superintendent for the efforts to improve the learning environment for the children and to improve Caddo’s academically unacceptable schools. She said she also appreciates the efforts to advance all Caddo schools with innovative programs and technology, and encouraged the board’s support in moving forward in placing teachers in the thriving schools. Mrs. Osborn stated her concern that portions of the Caddo Plan for the AU schools may leave the academically successful schools

struggling. She said Caddo has been fortunate to have many more schools at the top of the State's charts and believes one of the reasons our system is strong is because the principals know the climate of their schools and can recommend the perfect people to fit their environment as positions open. She noted a successful school is administrators, teachers, and parents sharing common viewpoints and goals, and she believes it will be a disadvantage to the academically successful schools to take any power in hiring recommendations from the principals. She encouraged the board members to support staffing recommendations from site administrators before placing any teachers in schools.

Malcolm Murchison, parent, shared with the board that he is the parent of three children and the benefit he has of over 42 years of observation in the Caddo Public Schools. He attributed the success of his children to their mother and the attention and care given to them in the Caddo Public Schools. Mr. Murchison stated that in asking himself why are Caddo Public Schools so successful and supported so strongly by the public, he believes it is because the principal provides effective, strong leadership with a purpose of being the best school possible and a passion for the job that results in demanding performance from the teachers in accordance with that purpose and passion, and that these factors will result in parents who are involved and secure in their perception that the Caddo Public School education experience is the most desired and available for their children. Mr. Murchison noted his involvement in the Chamber's position in 1988 to support the bond issue to raise taxes and the loss of Chamber members and clients for him personally because of this support, but they (the Chamber) believed that the school system needed this support, and how important it is in the economic development efforts for the City. He also addressed the concerns of staffing and the timing for hiring new teachers and renewing contracts for retirees. Noting that the staffing process is still under way at the AU schools and that as of May 13<sup>th</sup> only the principals have been hired, and the perception of this by the general public and parents, he encouraged the board to move forward and allow the principals to begin hiring their teachers to avoid the best for specific positions being passed over or lost to other districts or private schools, and insure Caddo Public Schools continues to be the best in the state.

Tamiko T. Younger, teacher and parent of a Caddo student, shared with the board her disappointment that even though her son has accomplished everything in order to graduate this year, she has learned he will not be able to graduate because his English IV teacher claims he plagiarized his term paper. Mrs. Younger stated this is untrue and the school has not supported them by looking into it for her son. She noted there are other children experiencing the same and most are special needs children. Mrs. Younger stated her son asked her to fight for him and despite the fact that her phone calls have not been returned, she will continue to pursue this so her son will be allowed to graduate. She encouraged the board to look into this as well as this teacher's history of doing students in like manner and help her in fighting this. Dr. Dawkins reported staff is working on this situation and will provide a report on the findings and any action.

Jackie Lansdale, president of Caddo Federation of Teachers/Support Personnel, stated that the message she brings tonight is the status of salaries in Caddo in comparison to other districts. Mrs. Lansdale shared with the board members a number of salary schedules for their review, including districts in close proximity to Caddo, those districts with similar demographics, as well as those with comparable bond ratings. She stated that the chart of the most recent schedules reflects (with the exception of Bossier) that Caddo teachers are paid less at every step an average of \$2,000-\$3,000. After the passage of the proposition in 1997, she reminded the board that Caddo was ranked at the top of the list, but Caddo has now lost that competitive edge and it will now take a substantial pay increase for Caddo teachers to even have parity, much less surpass other districts. She said she doesn't believe the district can any longer ignore this and asked the board to look at the fund balance, because for non profits, these funds are to be used for the public good. Mrs. Lansdale also stated the need to address Caddo's pay schedules and the timeliness since Caddo is preparing to update the payroll system, and shared how other districts in Louisiana have standardized their schedules so there is equity between steps and lanes. She said it will prevent the complaint of plateaus seen in Caddo's current schedule. Also, she added that regardless of the method, it should be agreed that the interest of the public good demands that the value of our instructors is recognized and that qualified teachers are in every classroom. Mrs. Lansdale also reported that the House Bill dealing with board term limits dismissed on Tuesday evening without hearing it and there is a tremendous amount of pressure being brought on by the Governor's administration and the Louisiana Department of Education to get the members of this committee to change and support it if they are opposed to it. She reported that



Tom Carmody, local Legislator, is in support of this legislation and encouraged board members to contact him.

### **UPDATE ON BETHUNE AND OTHER AU SCHOOLS**

Dr. Dawkins shared an update on his most recent meeting and follow up on discussions with the Recovery School District and the State Department of Education. He expressed his appreciation to Mr. Abrams for working with the Department of Education's attorney in resolving the issues of sharing Linear and Linwood's student records with them, inventory of everything in both buildings, and services they may purchase from us in accordance with state statute and who will pay Caddo for them. Responses to these questions are that Caddo will work through the RSD and the State and not the charter provider to pay for any services we agree to, that the student records will have to be released per statute, and a time will be scheduled to put a transitional team together for beginning the inventory process and answering legal questions. Dr. Dawkins noted that this meeting will possibly be held next week to begin the transition.

Mrs. Bell asked the superintendent about releasing student records? Mr. Abrams explained that the State Department of Education will make this request on their letterhead and we will release the records to the SDE who will be responsible for the records. Mrs. Bell stated that she wants taxpayers to realize their money will be going to a private entity. Dr. Dawkins stated that the state law is what it is. Mrs. Bell said she would like to see a copy of this law and Mr. Abrams responded that this is part of the information he sent to board members last week explaining that this is a Constitutional provision passed by the people in the State of Louisiana by more than a 2/3 vote giving BESE the authority to take over any failed schools and to take the dollars associated with them. He added that at the time this occurred, everyone believed this probably would affect New Orleans; however, it has moved throughout the state. Mr. Abrams added that this Constitutional provision also says the State can take over the buildings and assets as well as require the local district to provide needed services.

Mr. Rachal asked if the list of students is current students or students wishing to attend the charter school? Dr. Dawkins responded it is a list of current students. Mr. Rachal asked about the State law addressing the list of students that we forward to them and the State releasing that list? Mr. Abrams explained this is on the State, and as the overseeing organization, they can demand it from us; but however it is released is on the State. Mr. Rachal stated he only wants the public to be aware that this information could possibly end up in anyone's hands. Mr. Abrams also clarified that the other information being provided is the names, addresses and grade level of students, and not any other student information, or any information that is inherently confidential. He noted their request for any Special Education exceptionalities and this information will not be provided. Mr. Rachal asked if the reimbursement for services we provide will be at our cost? Dr. Dawkins responded that is correct. Mr. Rachal inquired if they use our transportation will we allocate additional insurance, maintenance costs, etc.? Dr. Dawkins responded that staff is working with the staff at East Baton Rouge to determine how they worked out these details, as well as liability of a building, security monitoring, etc. that we will need to put a cost to.

Ms. Phelps asked if we will maintain the students' school records? Dr. Dawkins responded that the school records will remain with the school. Mr. Abrams suggested that we maintain our own records and discussion needs to take place on the students' cumulative files. Ms. Phelps asked if the principals at the acceptable schools are at a halt in hiring teachers? Dr. Dawkins explained that is not accurate. Ms. Phelps said in addressing the AU schools, there is a concern that the remaining schools are unable to hire teachers. Dr. Dawkins responded there is a process relative to The Caddo Plan and the pattern and sequence on how people are hired, but no one has been taken out of the process. Ms. Phelps asked if teachers can transfer if they choose to do so? Dr. Dawkins explained that principals will be involved in hiring teachers as they have been in the past. Ms. Phelps reminded board members of another concern she has and that is making reference to teachers as "AU teachers" because there are no "AU teachers" and relative to the charter takeover, she reiterated to the public and the parents that the takeovers had nothing to do with the fact that they were the lowest performing schools. She encouraged all to keep up with the media and the political agenda as the board still has not been given answers as to why these schools were taken based on their school scores. Ms. Phelps also shared with the board an article from Sunday's Times Picayune in New Orleans and the concern of the issue starting in New Orleans and traveling throughout the state.

Ms. Priest asked the superintendent about the inventory of items and those items purchased through grants, by PTAs and other contributions individuals made for a particular school and that these items not be turned over to the RSD or the charter providers. Dr. Dawkins stated that we have inventoried everything and made special note of those items purchased with private and/or grant dollars to make sure they are a part of Caddo's inventory. Ms. Priest also asked about contracting for services and if they will be hiring their own drivers for the buses, for example, are the drivers a part of the Caddo School System budget or are they going to hire their own cafeteria workers, etc. Dr. Dawkins explained that because we do not know at this time what they will ask for, we are presently assuming if they ask for any of these type services, it will be our employees and we will charge them for the service. He further stated if they do hire their own employees and they come to us for a bus driver, we will not give them one of our buses for one of their drivers to drive. Ms. Priest asked if they contract with the Caddo School System for these services and the individuals are not under the supervision of the Caddo Public School System, how will these Caddo employees be handled? Dr. Dawkins indicated staff will watch this and will not get into a situation where they are paid by Caddo, but are supervised by another group of people.

Mr. Burton asked about the right of the State to take over personal property when in fact the public supported in good faith the bond issue that made these things possible. Now we are talking about the State taking over buildings and equipment because of the fine print, and he believes everyone certainly agrees that they used the fine print to explain it in this way. Mr. Burton stated he doesn't believe the CPSB can sit idly by and allow this to happen, and he personally believes it can be done and is still trying to find a solution.

Mrs. Bell asked the superintendent and Mr. Abrams about her request a couple of weeks ago about the public school system in New Orleans and that if a student disrupts in a charter school, they are put out and must attend the public schools. Mrs. Bell noted that in looking at one of the Charter School presentations and one of the proposals being college preparatory schools, she believes parents may believe this is only for those students planning on going to college. Mr. Abrams explained the different types of charter schools, i.e. those where a charter application that will be considered by the CPSB to operate a charter with public funds, and a charter that is operated by the RSD. He stated his concern that the Charter operated by the RSD is a separate district, and will run the two local charter schools. Mr. Abrams stated he believes the law provides they must have an alternative school and he doesn't believe they have one, so the question will be when they begin discussions, it will be whether or not they want to negotiate with us and pay us to handle those students when they become a problem rather than putting them on the street. Mr. Abrams indicated again it is a different type charter and not the same as one that has been taken over, and relative to what can be done now, he is uncertain if those charter schools being formed now can have entry scores, etc. or if they have to allow every child within that school district to attend that school in accordance with the attendance requirements. He said it may be they will have to accept all the students as well as any other student who chooses this option. Mrs. Bell said the students at Linwood were told they have the month of May to apply, and asked if a student does not apply in May, would it not be correct that we will be pulling students from everywhere? Also, Mrs. Bell stated it is important that we determine what type of charter school we are under and if it is correct that they will not accept Special Education students along with those students that are constantly disruptive and are removed from the classroom. Mr. Abrams explained these are issues Superintendent Dawkins will be addressing; and if we have something in place, when they try to do something like this after October 1, there will be a fee established for doing so.

Dr. Dawkins stated this is the type of discussions we will have with them, because if we take the students, we want to insist that the monies follow them. He announced that he, Mr. Abrams, and staff will have discussions to begin the transition and encouraged board members to call him if they have any questions.

Mrs. Bell asked that the president of the board also attend this meeting. Ms. Priest asked the superintendent if after the meetings on the specific item, that a report be brought back to the board for review so board members are able to respond to questions from the constituents.

Dr. Dawkins reported that he will provide a written update on all aspects of this process and will move forward with providing the students' names, master schedule and inventory and discussions relative to any services they may desire.

Ms. Phelps stated that she understands the state receiving the names and the schedule, but asked if we are required to provide the master schedule? Mr. Abrams said it is public information and can go to anyone. Ms. Phelps asked if the board could direct the superintendent differently? Dr. Dawkins said it is a list of classes; however, Mr. Abrams explained it is not doable since it is public information and if anyone in the audience requested this information, we would be required to give it to them.

Mr. Rachal asked that as we conduct the inventory that we go on record as far as the amount of time it is taking to prepare this information; because if we are going to do their inventory, we need to be reimbursed for it.

Ms. Priest asked if there is any other instructional or academic information at this time. Dr. Dawkins said he will have some staffing recommendations, but not any instructional pieces.

### **CONFIRM THE CONSENT AGENDA**

*Mr. Burton moved, seconded by Mrs. Crawley, to confirm the consent agenda (7, 8, 9.05-9.07, 9.09-9.13, 9.15-9.17, 9.18, and 9.21). Vote on the motion carried with Ms. Phelps and Mrs. Armstrong being absent for the vote.* The following is a summary of the board's action on items categorized as the consent agenda.

#### **Item No. 7**

**7.01 Personnel Recommendations.** Dr. Mary Nash-Robinson, assistant superintendent for human resources, introduced the following personnel appointments approved by the board at the May 5, 2009 CPSB meeting: Antoinette N. Turner, chief academic officer; Judy Fair, principal, Caddo Heights Math Science Elementary School; Donna Jean Marshall, principal, Fair Park College Preparatory High School; and Jesse Scott, principal, Newton Smith Performing Arts Middle School.

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

#### **CERTIFIED**

##### **Leave Without Pay, Fall Semester 2009-Spring Semester 2010**

Burford, Jessica R., Teacher, University Elementary, 7 years

Blakeman, Julie D., Teacher, Creswell, 9 years

##### **Catastrophic Leave, March 26, 27, 2009 and April 6, 7, 8, and 9, 2009**

Lofton, Rebecca, Teacher, Ridgewood Middle, 10 years

##### **Catastrophic Leave, May 8 (noon) until June 1, 2009**

Anderson, Brittany, Teacher, Midway, 2 years

##### **Catastrophic Leave, April 27, 2009-June 1, 2009**

Fain, Marilyn P., Teacher, Summerfield, 29 years

##### **Catastrophic Leave, March 15, 2009-June 1, 2009**

Fashion, Detrise, Teacher, Creswell, 10 years

##### **Sabbatical Leave (Study), Fall Semester 2009-Spring Semester 2010**

Jackson, Wealthia L., Psychologist, Special Programs Center, 23 years

Correction: Ms. Lenora Johnson's request for medical sabbatical leave was approved at the April 21, 2009 board meeting. She qualifies for only one semester; therefore, she will only take the spring semester 2009.

**7.03 Personnel Transactions Report.** The board approved the other personnel transaction reports for the period of March 26, 2009-April 10, 2009 as submitted in the mailout.

#### **Item No. 8**

**8.01 Bids (Purchasing).** The board approved the following bids as recommended by the superintendent and submitted on the bid tabulation sheets: (1) Mills Motor Parts totaling \$4,075 for Rebuild Bus Engines (re-Bid); (2) Unisource Worldwide totaling \$45,850 and Unipak, Corp. totaling \$20,790 for Janitorial Poly Can Liners; (3) Economical Janitorial and Paper Supplies, Inc. totaling \$191,360 for Janitorial Paper Supplies, (4) Economical Janitorial & Paper Supplies totaling \$13,525.71; Pyramid School Products totaling \$1,759.80; Unisource Worldwide totaling \$5,044.25 and AFP Industries totaling \$6,210.50 for Janitorial Supplies; (5) Fruhauf Uniforms, Inc. totaling \$41,745.22 for Band Uniforms for Huntington High School; (6) RR Donnelley totaling \$15,900.80; Shreve Print, Inc. totaling \$2,821.90; Milloy's Photo-Graphics, Inc. totaling \$1,702.50 and Graphic Industries totaling \$242.00 for Printing Data Processing Continuous Forms; (7) Hatch, Inc. totaling \$32,744.00 for Early Childhood Interactive Learning Centers; (8) Academic Standard totaling \$46,000 for Lockers for Woodlawn High School; (9) The Lipper-Stutsman Co., totaling \$60,430.00 for Shower Partitions for Woodlawn High School; and (10) Boritex, Inc. totaling \$96,875.00 for Janitorial Paper Supplies. A copy of the bid tabulation sheets is made a part of the permanent file of the May 13, 2009 CPSB meeting.

Approval of Contract – The board approved the bid of Delcom Group totaling \$159,884.20 for email server hardware as submitted.

Advertise for Hunting Lease – The board authorized staff to advertise for a hunting lease on the Dixie property.

**8.02 Bids (Construction).** The board approved the following bids as recommended by the superintendent and included in the mailout on the bid tabulation sheets: (1) Grosjean Contractors, Inc., with a base bid, alternate 1 and alternate 2, for the sum total of \$256,100 for Project 2010-206, “Caddo Career Technology Center Roof Campus Wide”; (2) Rimmer Hall Electric Co., Inc., with a base bid, alternate 1 and alternate 2, for the sum total of \$125,200, for Project 2010-303, “Fire Alarm Fire Safety at Barret, Caddo Middle Career and Shreve Island”; (3) Boggs & Poole Contracting Group, Inc., with a base bid, alternate 1 and alternate 2, for the sum total of \$712,500, for Project 2010-202, “Fairfield Handicap Accessibility”; (4) Sumrall Construction with a base bid and alternate 1, for the sum total of \$113,000 for Project 2010-203, “Title IX Upgrades at Youree Drive”; (5) Louisiana Roofing Contractors, LLC, with a base bid and alternate 1, for the sum total of \$124,400 for Project 2010-211, “Vivian Roof Gym and Auditorium”; (6) Louisiana Roofing Contractors, LLC, with a base bid, for the sum total of \$119,000, for Project 2010-209, “North Caddo Roof Library”; and (7) The Payne Company, with a base bid, alternate 1 and alternate 2, for the sum total of \$625,000 for Project 2010-302, “Northwood Replace Cooling Tower”. A copy of the bid tabulation sheets is made a part of the permanent file for the May 13, 2009 CPSB meeting.

## **Item No. 9**

**9.05 Sales and Use Tax Commission 2009-10 Budgets.** The board approved the 2009-10 Operating and Capital Outlay budgets for the Caddo-Shreveport Sales and Use Tax Commission as submitted in the mailout.

**9.06 Request for Bus Transportation for LaPREP.** The board approved the request for use of CPSB buses for LaPREP's summer program June 2 – July 17, 2009 as submitted in the mailout.

**9.07 Request for School Bus Transportation by Shreveport Green/ShrevCORPS.** The board approved the request from Shreveport Green/ShrevCORPS to use CPSB buses for the period June 1 – July 31, 2009 as submitted in the mailout.

**9.10 Biotechnology Magnet Academy at Southwood High School.** The board approved the agreement between Louisiana State University and the Caddo Parish School Board for the Southwood High School Biotechnology Magnet Program as submitted in the mailout.

**9.11 SMART Program.** The board approved the agreement between Louisiana State University and the Caddo Parish School Board which allows district students to participate in the Science and Medicine Academic Research Training (SMART) program as submitted in the mailout.

**9.12 Summer Fee Program Budget.** The board approved the budget request for the Summer Fee Program as presented in the mailout.

**9.13 Policy Regarding Peanut/Severe Allergies or Anaphylaxis.** The board approved the proposed policy for Caddo Parish schools to follow for children diagnosed with peanut/severe allergies or anaphylaxis as submitted in the mailout.

**9.15 Rename Library at Huntington High School for Dr. Joseph Odom.** The board approved renaming the library at Huntington High School for Dr. Joseph Odom.

**9.16 Proposed Policy Governing Requests for Change in School's Name, Colors, or Mascots.** The board approved the proposed policy governing requests for changes in school names, colors or mascots as presented in the mailout.

**9.17 Approval to Begin the Process for Naming the Northwood High School Baseball Field for Dr. James Farrar.** The board voted to begin the process for naming the Northwood High School baseball field for Dr. James Farrar as submitted in the mailout.

**9.18 Recommendation to Hold One CPSB Meeting in July on Tuesday, July 21<sup>st</sup>.** The board approved that the CPSB will hold only one meeting in July on Tuesday, July 21<sup>st</sup>.

**9.21 Approval of Parental Review Committee Appointments for the 2009-2010 Pupil Progression Plan.** The board approved the appointments of the 2009-2010 Pupil Progression Plan Parental Review Committee as submitted in the mailout.

## **PERSONNEL RECOMMENDATIONS**

*Ms. Priest moved, seconded by Mrs. Bell, to approve the new recommendations under personnel transactions as submitted by the superintendent. Vote on the motion carried with Board members Crawley, May and Ramsey opposed and Board members Riall, Hardy, Burton, Priest, Crawford, Rachal, and Bell supporting the motion. Ms. Phelps and Mrs. Armstrong were absent for the vote.*

## **RESOLUTION APPROVING THE ISSUANCE OF QUALIFIED SCHOOL CONSTRUCTION BONDS**

*Mr. Burton moved, seconded by Mrs. Hardy, to adopt the resolution giving preliminary approval to the issuance of not to exceed \$17,359,000 of Revenue Bonds (Taxable QSCB), in one or more series, of the Parish School Board of the Parish of Caddo, State of Louisiana; and providing for other matters in connection therewith. Mr. Rachal reiterated to the public that these funds are coming to us through the stimulus and we are receiving these funds at 0% interest. Mr. Ramsey asked the superintendent if we can take advantage of E-Rate opportunities and parlay this money into a larger sum than it is? Dr. Dawkins responded he and Mr. Lee looked into this and Jim Lee stated that in discussing this with our bond counsel, he was told that anything we purchase with this that is normally subject to the E-Rate discounts should be subject to the E-Rate discounts with this as well. Mr. Brown confirmed the current rate and Mr. Ramsey stated that this may mean we won't need a bond issue. Vote on the motion carried unanimously and the following resolution was approved.*

## **RESOLUTION**

A resolution giving preliminary approval to the issuance of not to exceed Seventeen Million Three Hundred Fifty Nine Thousand Dollars (\$17,359,000) of Revenue Bonds (Taxable QSCB), in one or more series, of the Parish School Board of the Parish of Caddo, State of Louisiana; providing certain terms of said Bonds, making application to the State Bond Commission for the approval of said Bonds, and providing for other matters in connection therewith.

WHEREAS, the American Recovery and Reinvestment Act of 2009 (“ARRA”) provides for the authority of the Parish School Board of the Parish of Caddo, State of Louisiana (the “Parish School Board” or the “Issuer”) to issue taxable bonds designated as Qualified School Construction Bonds (“QSCBs”) for construction, rehabilitation or repair of public school facilities, with a goal of 0% interest to the School Board (bondholders receiving a tax credit from the federal government in lieu of interest from the School Board); and

WHEREAS, the federal government has issued its allocation of QSCB authority for 2009, with this Parish School Board being allocated \$17,359,000; and

WHEREAS, the Parish School Board desires to incur debt and issue not exceeding \$17,359,000 of its Revenue Bonds (Taxable QSCB) (the “Bonds”), in one or more series, for the purpose of construction, rehabilitation or repair of public school facilities, including equipping of school facilities improved with Bond proceeds, and paying the costs of issuance of the Bonds, said Bonds to be payable from an irrevocable pledge and dedication of the funds to be derived by the Issuer from the levy and collection of a special tax of 7.96 mills (such rate being subject to adjustment from time to time due to reassessment) (the “Tax”) which the Issuer is authorized to impose and collect each year, to mature over a period not exceeding 15 years and to be either non-interest bearing or to bear interest at a rate or rates not exceeding 1.25% per annum; and

WHEREAS, the Issuer is not now a party to any contract secured by a pledge or dedication of the Tax; and

WHEREAS, the Issuer desires to make formal application to the State Bond Commission for approval of the Bonds;

NOW, THEREFORE, BE IT RESOLVED by the Parish School Board of the Parish of Caddo, State of Louisiana, acting as the governing authority of the Parish of Caddo, State of Louisiana for school purposes, that:

SECTION 1. Preliminary Approval of Revenue Bonds. Preliminary approval is given to the issuance of not exceeding \$17,359,000 of Revenue Bonds (Taxable QSCB) (the “Bonds”), in one or more series, of the Parish School Board of the Parish of Caddo, State of Louisiana (the “Issuer”), pursuant to Section 1430 of Title 39 of the Louisiana Revised Statutes of 1950, as amended, and other constitutional and statutory authority, for the purpose of construction, rehabilitation or repair of public school facilities, including equipping of school facilities improved with Bond proceeds, and paying the costs incurred in connection with the issuance thereof (the “Projects”), said Bonds to be payable from an irrevocable pledge and dedication of the funds to be derived by the Issuer from the levy and collection of a special tax of seven and ninety-six hundredths (7.96) mills (such rate being subject to adjustment from time to time due to reassessment) (the “Tax”) which the Issuer is authorized to impose and collect each year. The Bonds will be either non-interest bearing or bear interest at a rate or rates not exceeding 1.25% per annum and shall mature over a period not exceeding 15 years. The Bonds shall be issued in fully registered form, shall be sold to the purchasers thereof at a price of not less than 97% of par, plus accrued interest, if any, and shall have such additional terms and provisions as may be determined by the Issuer.

SECTION 2. State Bond Commission Approval. Application be and the same is hereby formally made to the State Bond Commission, Baton Rouge, Louisiana, for its consent and authority to issue and sell the Bonds, and a certified copy of this resolution shall be forwarded to the State Bond Commission on behalf of the Issuer, together with a letter requesting the prompt consideration and approval of this application. By virtue of applicant/issuer’s application for, acceptance and utilization of the benefits of the Louisiana State Bond Commission’s 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. Authorization and Sale of the Bonds. The Bonds are hereby authorized to be sold by private placement to one or more institutions (the "Purchaser") provided the details of the Bonds are in accordance with the provisions of this resolution, and in particular that: (i) the principal amount of the Bonds does not exceed \$17,359,000, (ii) the term of the Bonds does not exceed the lesser of 15 years or the term provided by the federal government at the time of the sale and (iii) the Bonds are either non-interest bearing or bear interest at a rate or rates not exceeding 1.25% per annum. The Superintendent is hereby authorized to sign a Commitment Letter or Bond Purchase Agreement providing for the sale of the Bonds to the Purchaser, in form and substance satisfactory to Bond Counsel to the School Board, meeting the requirements set forth above, which Commitment Letter or Bond Purchase Agreement shall constitute the sale of the Bonds.

SECTION 4. Bond Counsel. The 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 Bonds. Foley & Judell, LLP, Bond Counsel, is hereby requested to do and perform comprehensive legal and coordinate professional work as bond counsel with respect to the issuance and sale of the Bonds. Said Bond Counsel shall prepare and submit to the Parish School Board for adoption all of the proceedings incidental to the authorization, issuance, sale and delivery of such Bonds, shall counsel and advise the Issuer as to the issuance and sale thereof and shall furnish its opinion covering the legality of the issuance of the Bonds. The fee of said Bond Counsel shall not exceed the fee allowed by the Attorney General's fee guidelines for comprehensive, legal and coordinate professional work in connection with the issuance of revenue bonds and based on the amount of said Bonds actually issued, sold, delivered and paid for, plus "out-of-pocket" expenses, said fees to be contingent upon the issuance, sale and delivery of said Bonds. That pursuant to instructions from the Superintendent, said Foley & Judell, LLP shall also assist in the preparation of an official statement containing detailed and comprehensive financial and statistical data with respect to the sale of the Bonds and the costs of the preparation and printing of said official statement shall be paid from the proceeds of the issue for which it has been prepared. A certified copy of this resolution shall be submitted to the Attorney General of the State of Louisiana for his written approval of said employment and of the fees herein designated, and the Finance Director is hereby empowered and directed to issue vouchers to said Bond Counsel in payment for the work herein provided for upon completion of the work herein specified and under the conditions herein enumerated.

SECTION 5. Declaration of Official Intent. Prior to the delivery of the Bonds, the Issuer anticipates that it may pay a portion of the costs of the Projects from available funds. The Projects include specifically construction, rehabilitation or repair of public school facilities, including equipping of school facilities improved with Bond proceeds. Upon the issuance of the Bonds, under the provisions of 26 U.S.C. § 54F, the Issuer reasonably expects to reimburse any such expenditures of other available funds from a portion of the proceeds of the Bonds, which are classified as a qualified tax credit bond by 26 U.S.C. § 54A(d)(1)(E). 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 eighteen (18) months after the date such expenditure was paid. This Section is intended to be a declaration of official intent within the meaning of 26 U.S.C. § 54A(d)(2)(D).

This resolution having been submitted to a vote, the vote thereon was as follows:

MEMBERS:	YEAS:	NAYS:	ABSENT:	ABSTAINING:
Steve Riall	X			
Eursla Hardy	X			
Willie Burton	X			
Charlotte Crawley	X			
Lola B. May	X			
Tammy T. Phelps	X			
Lillian Priest	X			
Bonita Crawford	X			
Barry F. Rachal	X			
Larry Ramsey	X			
Ginger Armstrong	X			
Dottie Bell	X			

And the resolution was declared adopted on this, the 13<sup>th</sup> day of May, 2009.

/S/ Dr. Gerald D. Dawkins  
Secretary

/S/ Bonita Crawford  
President

Jim Lee recognized and expressed appreciation to Grant Schlueter, bond counsel with Foley Judell out of New Orleans, and Russ Noland, vice president for J. P. Morgan Chase locally, who were instrumental in helping us with the agreements with J. P. Morgan for purchasing the bonds.

#### **TRANSFER FUNDS TO TECHNOLOGY ENHANCEMENT RESERVE**

*Ms. Priest moved, seconded by Mrs. Hardy, to approve the transfer of \$15 million from the General Fund into the Technology Enhancement fund as requested in the mailout. Vote on the motion carried with Mrs. May being absent for the vote.*

#### **REQUEST FOR USE OF SCHOOL BUSES BY SOUTHERN UNIVERSITY AT SHREVEPORT EDUCATIONAL TALENT SEARCH**

*Mr. Rachal moved, seconded by Mrs. Hardy, to approve the request of Southern University to use school buses for the Educational Talent Search Program June 8, 2009-July 15, 2009 as submitted in the mailout. Mr. Burton announced that he will need to abstain because he works at Southern University. Vote on the motion carried with Mr. Burton abstaining.*

#### **REVISIONS TO CPSB POLICY GCBC – PROFESSIONAL STAFF FRINGE BENEFITS (EMPLOYEE ASSISTANCE AND HEALTH PROMOTION PROGRAM)**

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, stated that in looking at the proposed revisions to this policy she is someone who has had longevity with the district and has had the opportunity to see a lot of things throughout her tenure since 1995. Mrs. Lansdale shared with the board specific incidents relating to the following items for the board's consideration in the proposed revisions: (1) managers sending persons to EAP and the potential for abuse, (2) issues of confidentiality that go beyond what she considers professional behavior, and that she believes should be taken into consideration in relation to this policy and revisions.

Mrs. Crawford indicated she would like to see some additional work done on this policy and she would like to see the release form employees must sign before voting on the proposed revisions.

*Mrs. Crawley moved, seconded by Mrs. May, to postpone the item for the revisions to CPSB Policy GCBC until further work is done on it.*

Mr. Burton asked that board members notify staff about their concerns so they can be addressed. Mrs. Crawley asked Mr. Abrams to contact her at his convenience to discuss this further. Mrs. May stated she concurs with the maker of the motion.

Mr. Rachal stated he is unclear on the confidentiality of information and as he reads the policy, he feels we are pressing employees that they must get approval from the professionals staffed with us versus them seeing their own doctors and he would like this further addressed and clarified. Mrs. Crawford also stated she would like to know if the employee can choose their own doctor or must they go through the one we select. Mr. Abrams stated he is unclear on the exact procedure used and referred to Will Jones; however, he knows of certain circumstances where we had employees who would go to a family doctor and request a "fit for duty" response which he doesn't believe is adequate.

Mr. Jones explained that when an employee is referred to the EAP office, the staff generally conducts an assessment of the particular problem and then gives the employee a choice, based on the particular need and findings, of someone that is felt could best help the employee. He added if there is a "chain of command" person in that employee's family who is responsible for their medical care and is in that process, that is good; however, sometimes the expertise needed is outside the realm of what a family physician may have knowledge.



Mrs. Crawley verified that it is not limited to a family physician, but if the employee has a psychologist, psychiatrist, neurologist, or another specialist, who is administering medication, then they may choose to see that specialist. Mr. Jones said that is correct and staff discusses all the choices the employee may have and offers them that choice if it is someone with the expertise to evaluate the employee's particular need.

Mr. Ramsey asked the superintendent if there is an urgency in the board acting on this and the superintendent responded that staff still has time to work on this and address the feedback staff is receiving. Mr. Ramsey asked if some of these issues are being addressed and the attorney only needs to include the correct wording for the policy? Mr. Abrams stated that the employee is not required to use the EAP services and noted the wording in the policy where the employee has the right to accept or refuse the EAP services. He also noted that the issues of confidentiality have been addressed and verbiage added to reflect this issue. Mr. Abrams also explained that the information going to the administrator from the EAP office is very limited and only states whether or not the employee went to their appointment, whether or not the employee agreed or disagreed with the recommendation, and not the recommendation, condition or diagnosis. He also clarified that it is the assistant superintendent, the superintendent or directors who can make the referrals, and not the principals. Mr. Ramsey stated he doesn't believe there is a lot that can be done to improve on the wording and there are situations where staff needs to do what is necessary to get the employee help, so he will not vote for postponement. Dr. Dawkins stated that what staff heard were the questions and concerns from the board regarding confidentiality and he believes the signing of a clause by every employee who works in this highly confidential area will make clear that confidentiality must be maintained.

Mr. Rachal asked if the information being discussed is medical information? Mr. Abrams responded that is correct. Mr. Rachal added he is aware of documents that those who work in the medical field must sign and asked if there are any other documents our employees must sign that makes them aware of the liability?

Mrs. Bell stated she supports the motion to postpone because of the confidentiality and her concerns in this area. Mrs. Crawley noted the reference to "supervisory referrals" and principals encouraging the use of Employee Assistance Program and she doesn't understand what is meant by encourages, and what happens if an employee says no. She also asked if there is ever any reason to have in the EAP office files anything about an employee's medical history? Mr. Ramsey confirmed that since the superintendent is o.k. with postponing, he will vote to postpone.

*Vote on the motion to postpone carried with Mrs. Hardy being absent for the vote.*

### **RESOLUTION FOR HB230**

*Ms. Priest moved, seconded by Mr. Rachal, to approve a resolution opposing HB230 of the 2009 Legislature as presented in the mailout. Ms. Priest stated this is for our retirees. Mr. Rachal stated he believes it is necessary to keep everything we can out of the state's hands. Vote on the motion carried with Mrs. Hardy being absent for the vote.*

### **RESOLUTION FOR HB357**

*Ms. Priest moved, seconded by Mr. Rachal, to approve a resolution opposed to HB357 of the 2009 Legislature as presented in the mailout. Vote on the motion carried with Mrs. Hardy being absent for the vote.*

### **WOODLAWN LEADERSHIP ACADEMY**

*Ms. Phelps moved, seconded by Mrs. Crawley, that the name be Woodlawn Leadership Academy under the new Caddo Plan. Ms. Phelps shared with the board a timeline on how this transpired and that she met with Dr. Dawkins this week regarding things not addressed. She stated she owes this to the community she represents and asked for the board's support. Vote on the motion carried with Mrs. Hardy being absent for the vote.*

### **PAPERLESS BOARD AGENDA SYSTEM RENEWAL**

*Ms. Phelps moved, seconded by Ms. Priest to approve the recommendation in the mailout for the paperless board agenda system.* Mr. Ramsey asked about the additional information provided to the board, at his request, and the unfunded costs associated with the XTG board meeting agenda system. He said he was ready to move on and bring this issue to a close and that is why he voted for it at the April meeting after asking questions about no additional charges, and he has learned there are additional charges of over \$17,000. *Mr. Ramsey moved, seconded by Mr. Rachal, to (1) renew BoardDocs Paperless Agenda System for three years at an annual cost of \$11,000; and (2) postpone going forward with XTG until we get a reasonable comparison with the new features of the BoardDocs software.* Mr. Ramsey stated that we continue to add to the cost and he recalled from the last meeting that it was reported a revision in the BoardDocs software is coming in August that will take care of most, if not all, of these features. He added that with the proposed XTG being at a cost of approximately \$30,500 of additional expenditures to add the equipment and continue BoardDocs, he believes there could be some savings if we postpone, and asked board members to postpone and wait and possibly save some money. Mr. Rachal stated that as discussed at last month's meeting, one of his main concerns is they were coming out with revisions and asked if they will charge us anything extra for the additional features, and has BoardDocs been giving the district free service? Mr. Brown verified there will not be an additional cost for the updated features, and they have not invoiced us this year; however, if the board renews this service, we will go back and pick up the cost. Mr. Rachal asked if we do not renew, and due to the fact that we are not under contract, will we have to pay for the past six months? Mr. Brown responded we will. Mr. Abrams explained that we are currently under a month-to-month and under this contract, we would have to pay it. Mr. Rachal stated he believes we do need to renew this contract and as much as he wants the systems to work together, if BoardDocs will be adding the features we need at no additional cost, he approves waiting before spending the additional funds.

Ms. Phelps asked Mr. Brown why are they not charging us at this time? Mr. Brown responded that BoardDocs is waiting on the board's decision to renew or not; and if there is no renewal, they will invoice us for the six months we have used it since January and terminate the service rather than the district paying for an entire year. Ms. Phelps asked if it is because of the features they are not able to offer us at this time? Mr. Brown responded no ma'am. Ms. Phelps asked if this is their policy for everyone? Mr. Brown responded he doesn't know, but that is what they extended to Caddo. Ms. Phelps asked Mr. Brown about the \$100,000 expenditure for the board room setup and what his vision was for the board's use? Mr. Brown explained that the vision was to implement what was requested by two former board presidents in 2002 and 2003, with Mr. Guin initiating the process and Mr. Henderson picking it up during his tenure, and their vision was to provide what is available to allow for communication for the board members and for the audience. Mr. Brown explained it is a continuing process for improving the technology and there are some improvements that can be made that will better benefit the board members. Ms. Phelps asked Mr. Brown about the delay in her requests to get these things done, because she is looking at 2007 and where we are now and if that was the vision to get the technology to work, why do we not have it in 2009? Mr. Brown stated that at the time the technology was not available to us, but it is now. Ms. Phelps asked if Mr. Brown meant with the technology needed for speaker queuing and voting?, and Mr. Brown said that is correct. Ms. Phelps said that cannot be true because you brought BoardDocs here and XTG is the same company that Mr. Henderson brought during his tenure as president for about \$25,000 and she understood XTG came to Caddo, attending the retreat at Camp Bethany and since has been in this room to share how the room should be set up and now in 2009, not knowing that this was the same company that the City uses, so she believes it has been available. She shared with the board that she doesn't believe her request was a big request and since staff brought the equipment in place, and since that time, she has been waiting for the proper use of what we have and for some reason her requests have gone ignored to the point where information was submitted last month on April 21<sup>st</sup> of \$13,400 and she assumes this was for the hardware based on conversation with this company. She asked Mr. Brown if he told XTG on the 20<sup>th</sup> what we did not have? Mr. Brown explained that in his conversation with Mr. Wilson the day prior to the board meeting, on the 20<sup>th</sup> of the month, it was anticipated that the hardware in place would be compatible with the XTG software and hardware and it wasn't until he made a site visit on April 29<sup>th</sup> that it was determined our equipment was not compatible with his product. Ms. Phelps asked if this had nothing to do with the XTG people? Mr. Brown said it did, and Mr. Wilson made that determination that our equipment was not compatible with XTG. Ms. Phelps asked how could he make that assumption on the phone when you spoke with him on the phone? Mr. Brown responded that he, nor we, had that information at that time that the two systems would not be

compatible. Ms. Phelps stated the information presented by Mr. Wilson makes sense to her and that this is what we need to make it work and asked why was he not given the information on the phone so that the board would have had it on the 21<sup>st</sup>? Mr. Brown responded his instructions at that time were to get a price for the cost of the XTG product hardware. Ms. Phelps verified that Mr. Brown asked for the software and not the entire program? Mr. Brown said that is correct. Ms. Phelps said then that had nothing to do with XTG because they did their job and came here and determined it was not compatible because they did not have that information on the 21<sup>st</sup>.

Ms. Phelps asked the superintendent about the board's approval of this on April 21<sup>st</sup> and the process and timeframe for this approved item to be distributed? Mr. Abrams responded that there is no bid on the software because the board approved a software program, and it would not have been a bid item. He also stated he has some concerns about the recommendation at this point because of the fact of asking for a three year contract in both motions on something that is not working and then asking to spend \$30,000 more that we are not sure will work, which will mean you will be stuck with a contract for three years with BoardDocs when we are currently operating on a month-to-month basis hoping they will get it upgraded. He added he is concerned about merging two systems between two companies and there will always be a problem with contracts and one blaming the other when the product is not working. He stated that at this time he does not recommend adding a three-year contract with BoardDocs even if you add XTG to it, because it will be better to be on a month-to-month with BoardDocs and only be out the monthly fee if we find out it doesn't work together rather than being tied to a three-year contract. Mr. Abrams asked Mr. Brown if BoardDocs is demanding a three-year contract? Mr. Brown said they are not, and there's a price break if one does a three-year contract. Mr. Abrams stated if the board is not happy with the product at this point, it is not worth entering into a three-year contract at this time.

Ms. Phelps said that is her other point and that BoardDocs, on this particular proposal, really doesn't have anything to do with each other. Ms. Phelps explained she was not here two years ago when BoardDocs was approved and she has a concern going back and asking for additional options, because the board was not given options, but staff only brought the recommendation of BoardDocs. Ms. Phelps asked Mr. Brown if there are other companies that provide the same service as BoardDocs? Mr. Brown responded there are other companies that provide similar services, and staff did research them at that time by contacting several school systems and determined that BoardDocs seemed to be the most economical with the number of features they offered, and since it was a service, it did not require a bid process. Ms. Phelps again stated that if board members had been offered the option to look at companies that offered this same information, then the board would have been able to make that decision rather than staff. Ms. Phelps said as she understands it, XTG complements the program that we have and we do have to have some type of program. Mr. Brown said that is correct in order to implement the features requested. Ms. Phelps stated she is uncertain who the City uses to enhance their program, but she believes what they have works with XTG as well. Ms. Phelps added that since this is an interest of hers, she would like to see the two separated, with the \$11,000 taken off, and that what Mr. Brown has said he did not give the company enough information on the 21<sup>st</sup>, and asked if XTG's visit on the 29<sup>th</sup> was in conjunction with a scheduled visit to the City? She said she doesn't believe there is a need to reinvent the wheel and she really wishes staff had provided all the information, because if there is a bid process, this could have been done a long time ago. She asked that in the future the information given to the vendors be all of what we need so we can do the process sooner than later and not have to go back and do something. Mr. Brown stated that Mr. Wilson was familiar with the equipment in the board room, but he had not had the opportunity to test his system with our equipment to determine if it would work or not, and we were under the assumption that it would since there are standard components in the electronics that are industry standard that would make you think the system was compatible when in fact they were not. Ms. Phelps stated it makes sense to her that once he received all the correct information that he would have to come back with the additional information and she is only stating that if he had been given all the information, then the board could have taken the time to do this the right way with the process. Regarding the bid process, she stated that XTG has not been paid on the approval of the 21<sup>st</sup> and asked about the next step in the process? Mr. Abrams responded that because of the current situation, the project will need to be bid, because the money was not expended for services as originally intended, and now it appears it is an entire project that requires it to be bid in accordance with the bid law. Ms. Phelps asked Mr. Lee about the timeframe for monies to be expended once an approval is made? Mr. Lee responded that if something was approved, we would need to receive an invoice before payment is made. Mr.

Brown stated that the action taken by the board on the 21<sup>st</sup> violated public bid laws and we can't take action on that item and that is why staff is explaining to the board that it must go out for bid. Ms. Phelps said that is not correct, because on the 21<sup>st</sup> when the board was told \$13,400, it was not clear that this item had to be bid. Ms. Phelps asked for clarification and once the board approved the motion on the 21<sup>st</sup> for \$13,400, what is the process for paying the \$13,400? Mr. Abrams explained we would have to enter into a contract as to what the company is providing, when it would be provided and how they would invoice for it. Mr. Brown said he understands that we are required to bid the \$13,400 because there are many companies that sell this type of software and that we should have bid the software priced at \$13,400. Ms. Phelps asked why was this never communicated to the board? Mr. Abrams said he cannot answer that question, but only that the information was presented the night of the board meeting. Ms. Phelps said her question is when the board approved XTG for \$13,400, she is now being told that this amount should have been bid, because she is questioning the timeframe and what has happened since we left on the 21<sup>st</sup>. She said Mr. Brown is saying this item should have been bid and she is asking why was the board not notified that this must be bid after it was approved on the 21<sup>st</sup>, or should have informed the board of this. Dr. Dawkins stated that it is his understanding that the bid piece came in after the additional cost came in. Ms. Phelps stated staff is saying the first \$13,400 should have gone out for bid. Mr. Brown responded this is based on his conversation with Mr. Hudson about the state bid laws, and it is his understanding that software must be bid, and on the night of the 21<sup>st</sup>, staff was not aware the board was going to make a recommendation and vote on the purchase of this product, and had staff been aware, staff would have had the opportunity to make the board aware. Ms. Phelps asked Mr. Brown why did he not make the board aware when he spoke on the 21<sup>st</sup> that this was required? Mr. Brown responded that he did not know at the time that it would be required, but only the day after when he spoke Mr. Hudson and it came up in the conversation. Ms. Phelps asked if this was shared with Dr. Dawkins at that point and Mr. Brown said he did and sent him the document before the board tonight. Ms. Phelps said this document does not say it must be bid. Mr. Brown explained that the document before the board specifies that we now have the total cost of the project, the \$13,400 and the additional \$17,000. Mrs. Crawford stated that the discussion has drifted away from the motion and that the questions have been answered. Ms. Phelps responded that her question has not been answered, because she doesn't want to make the same mistake again and it was not made clear that this must be bid and with the information being presented now, she feels the board needs to be privy to the process if it is something different. Mrs. Crawford stated that even though she was not present on the 21<sup>st</sup>, Mr. Brown stated in his comments that on the 21<sup>st</sup> he was not aware the board would be making a motion and vote on it that night, and it was after that meeting when he learned it would need to be bid. Ms. Phelps said he came before the board when the motion was made and he did not say anything.

Mr. Burton called for a Point of Order and the point has been argued. Ms. Phelps asked that things be done in the right way in the future. Dr. Dawkins responded absolutely and staff will remedy this very quickly.

*Mrs. Crawley moved, seconded by Mrs. May, to postpone all of these motions and form a board committee with appropriate staff to solve these problems and bring an update by the next meeting.* Mrs. Crawley stated that this is not the superintendent or staff's recommendation, but is something the board needs for its meetings. Dr. Dawkins responded that staff wants to provide the board with the best, but staff only needs to know what the board wants in order to follow through. Mrs. Crawley said Ms. Phelps has been bringing this request, and she too has been unhappy with the voting mechanism and is why she doesn't want to vote on either one before a committee of board members addresses the concerns. Mrs. May seconded the motion because she feels this committee is needed to sit down, work this out and move forward. Ms. Phelps expressed her appreciation to Mrs. Crawley for the substitute motion. Mr. Ramsey stated he supports postponing this item and appreciates staff not moving forward since there is additional funding involved. *Vote on the substitute motion carried unanimously.* Mr. Brown advised the board that if a contract is not renewed with BoardDocs for the remainder of the year, there is the possibility they will terminate their service and we would return to a paper system.

## **DISTRICT ONLINE CALENDAR**

*Ms. Phelps moved, seconded by Mrs. Crawley, that we create the district calendar online for the events going on in the parish.* Ms. Phelps indicated she brought this item because an update had not been provided after several requests; however, she understands from the superintendent that

there is something in place. Dr. Dawkins shared with the board a sample of what is in place and reported that as staff is upgrading the website, the online calendar will be more robust with the goal of getting all activities and schedules coordinated so everyone knows what is going on throughout the district. Ms. Phelps asked the superintendent to explain how one might access this online calendar and Dr. Dawkins explained that it is accessible via Caddo's web page. *Vote on the motion carried unanimously.*

### **HEARING OFFICER FOR SUPPLEMENTAL EDUCATION SERVICES**

*Mr. Burton moved, seconded by Ms. Priest, to approve Dalton Roberts Ross of Elizabeth W. Middleton Mediation Services as the third party hearing officer for the Caddo Parish School Board as submitted in the mailout. Mrs. Armstrong asked Mr. Abrams to highlight how this particular mediation service is going to mediate this liability. Mr. Abrams explained this is a contract dispute and we have a SES provider, that has not been notified yet, that we believe is in breach of contract for providing services and under the State law we must give them notice of their deficiencies and potential penalties associated with it, and if they disagree, let them know we have a hearing officer that will hear the case and make a decision. Vote on the motion carried unanimously.*

### **NATIONAL BOARD CERTIFIED EMPLOYEES**

*Ms. Priest moved, seconded by Mrs. Crawley, that CPSB pay the difference for the stipend for national board certified counselors at a cost of \$20,000 this year and \$185,000 next year, further, that the CPSB not pay the difference for psychologists, social workers, or speech/language pathologists, and that the CPSB continue to pay each of these employees a \$1,000 annual local supplement.*

Ms. Priest said she believes the motion is self-explanatory and we definitely want to encourage board certified employees and we definitely need our certified counselors. Mrs. Crawley added we also want to encourage our psychologists, social workers and speech pathologists to contact their local Legislators. Mrs. Armstrong stated the three groups are the ones she wants to make note of and that all have worked extra hard to become national board certified in their individual specialties. She said while the board may not, at this point, be able to add the extra stipend, she believes we need to encourage the Legislators to recognize them and the extra expertise they bring to their positions and also work toward the State recognizing these special groups.

Mr. Rachal stated that the Legislators, under the advice and direction of Paul Pastorek and the BESE board, have decided they do not have the money to do what they approved to do and the first area to be cut is education, which they always like to stress during their campaigns how education minded they are. He stated he hopes voters realize this and that we don't know that they won't keep changing as they move forward.

*Vote on the motion carried unanimously.*

### **LETTERS TO STATE DEPARTMENT OF EDUCATION**

Ms. Phelps asked the board president if the board can approve letters to be written that will come back to the board for approval before sending and Mrs. Crawford asked that Ms. Phelps offer this explanation when making the motion.

*Ms. Phelps moved, seconded by Mr. Rachal, that the CPSB approve the board attorney to draft letters to the State Department of Education expressing our concerns of the MOUs and the takeover. Ms. Phelps stated that she spoke with Attorney Abrams and that BESE's statement that the MOUs should have been a negotiation issue and some of the things they did not take into consideration, but only told us about the funds and a few other things. She said she believes these letters need to be on file and one that we can share with our Legislators on how the process is proceeding and how BESE is approving it to be, as well as where we are with the MOUs since the State did take over Point Coupee Parish. Ms. Phelps also asked Attorney Abrams about the conditions laid out in the agreement. Mr. Abrams stated it is his understanding that Ms. Phelps wants the process explained as to how dilatory the State Department has been in their delays upfront and the issues and errors that have occurred throughout the process even to the changing of the minutes of the BESE meeting, which is the first part of the memo. Mr. Abrams further*

explained that the second part of the memo is really to discuss what was presented to BESE that they disagreed with and would not approve, and he clarified he will draft the letter for the board members individually to sign or for the board to authorize the President to sign and send since as the attorney he cannot correspond with another client who is being represented. He also stated the board could do the same thing by resolution; however, Ms. Phelps wants a letter. Ms. Phelps said that is correct and stated we do know how they do it, but with the information provided today and what is happening on the State level, the issue is not over and she believes they will definitely come back to take over schools and she believes there are Legislators interested in supporting parties throughout the state and they need to know what is going on.

Mr. Rachal clarified that the attorney will draft the letter and the board will be requesting the Board President to sign on behalf of the board after the board approves it. Mr. Rachal offered a *friendly amendment that the board gives the Board President the authority to sign on behalf of the board*. Mr. Rachal stated he supports pointing out the deficiencies in the manner in which this was handled and asked the attorney to place something in the letter that time is of the essence not only when they want it to be, but also on our part. Mr. Abrams explained he will do his best to write this letter and include as much as possible, but will email it to the individual board members for edits to be returned to him before putting it in final format. Mr. Abrams also asked the board to remember when they send this letter that we are in the midst of negotiations and are attempting to get something for our benefit also.

Mr. Ramsey stated that he likes Mr. Abrams idea to not do the letter and that at some point in time, we have to move on. He noted we have contracts in place and his concern is the other 64 schools, 20 of which are sitting on the brink and that we could be face this situation again. He said he is not saying we can't stay in the position where we can respond or file suit if necessary, but the contract is already in place and we don't need to continue to fuel the flames, but move forward in our efforts to improve the school environment in the eight AU schools and work to keep the other 20 from going into AU status.

Ms. Phelps stated her appreciation for the comments made and she believes we have been giving attention to the other schools and not neglecting them and this is basically what has happened and gotten us in the situation we are in, because these 10 schools have been neglected. She said since she has been on this board, and the minutes will reflect, nothing has been addressed with these 10 schools directly to impact their students. Ms. Phelps said her concern is because of the information that's coming from the State Department Board members and that this is not a joke. She stated it is our duty to let the public know and there are BESE members who are concerned and we need to let them know exactly what has happened. Ms. Phelps also noted her concern that she shared with Mr. Abrams and that they are saying it is based on whatever conditions we failed to comply with and she wants to know what those conditions are. She said they did not reply and they can come in today and say we didn't comply, and her question is comply with what, and give us 30 days before they take a school. She said she is not comfortable with the knowledge she has of what is going on starting in New Orleans that they won't take our schools for no reason again. Ms. Phelps said she is appreciative of the effort to move our schools forward, but she believes board members have a responsibility to let our parents know that we need them so we won't be in this situation and how we can come out. However, she said she doesn't believe it is fair and, based on what we have now, there is nothing that says they won't come back and take over our schools and she only wants some clarity and answers and this is the reason she brought it up.

Mr. Rachal noted the comment by Mr. Ramsey and his mention of the 20 other schools. He said it is because of these 20 other schools that we need to address these people and that if the attorney drafts a letter, he can add to it, because he believes the Department of Education needs to be aware of how hair-brained they have handled this, and they need to know we don't agree with how they handled it.

Mrs. Bell stated her agreement and that she believes in fighting. Mrs. Bell said she believes they took advantage of Katrina to fool New Orleans in a situation and they knew all the time what they were doing. She said she also believes there are other schools involved and all 74 schools are Caddo schools and we need to send the letter and fight for them.

Mr. Riall stated that none of the schools in District 1 have this problem; however, they do have their own set of problems and stated that he was unaware that any of what has happened would

take place at tonight's meeting. Mr. Riall added that in reference to the State, there are those who are not on our side, and encouraged the board to be careful and thoughtful in what we say so as not to make any enemies, but only take care of our schools and move forward.

Ms. Phelps asked Mr. Abrams to clarify in the letter that it is not the personal opinions of the board members, but only the facts and actual events during the negotiations. Mr. Abrams confirmed that the letter he prepares will only state the facts. He also stated the board needs to realize that those schools under an MOU are Caddo Parish Schools and they are not in the RSD, but based upon the criteria provided by the State, those schools could have very well gone into the RSD regardless of what MOU we have.

*Vote on the motion carried with Board member Riall opposed and Board member Hardy absent for the vote.*

## **SUPERINTENDENT'S REPORT**

**Four-day Work Week Schedule.** Dr. Dawkins announced that a letter will be sent to each employee regarding the four-day summer work schedule and a notice for the public will also be posted. He reminded the board that the official summer hours will be 7:00 a.m. until 5:30 p.m. Monday through Thursday, beginning June 1<sup>st</sup> through July 31<sup>st</sup>. He reported that all offices will be closed on Fridays during the time and noted the exceptions of construction work, Security, Child Nutrition, and Shreve Island Elementary. He also announced that the July 4<sup>th</sup> Holiday will be observed on Thursday, July 2<sup>nd</sup> so the office will be closed on that date also. Dr. Dawkins also explained how each day absent will be calculated at 1.25 days.

Mrs. Bell asked for clarification and if this is applicable to Central Office only? The superintendent stated that it is applicable to all the departments, Summer School as well. Mrs. Bell asked about the hours for Summer School on Monday through Thursday? Mrs. Gunn responded that the hours will be 8:00 to 2:40 and is included in the literature sent to parents.

Ms. Phelps said she knows the board approved the schedule, but as an after thought, she hopes the transition with the teachers and schools can take place, because with so much going on, she now has a concern that everything will be in place for the start of school. Dr. Dawkins stated that everything isn't quite to the finish and he understands that we may be opening boxes the day before the children report; however, we will be ready when students return.

**Discipline Policy Revision for Students Out of District.** Mr. Abrams announced that he will have something for consideration at the June meeting. Mrs. Bell asked for clarification on the proposed revisions? Mr. Burton stated that questions will have to be asked at the work session.

**Timeline for Development of the Student Data Center.** Mr. Ramsey stated he has not had an opportunity to review the information provided, but it certainly indicates a plan is being assembled, and the sooner the better. Dr. Dawkins responded that staff is moving forward quickly and referenced Ms. Phelps' point of change always going on, and there is staff training in progress, staff selection taking place, people and equipment being moved, all of which are happening at the same time.

## **ANNOUNCEMENTS AND REQUESTS**

Mrs. Bell asked about the correspondence from the Human Resources Department and the hiring of teachers in the Target Schools. She said the memo states plainly when hiring will take place; however, she is receiving calls about the retirees and the fact that they sign one year contracts and at the end of that one-year contract, June 1, they are no longer employed. Mrs. Bell asked staff to let her know if retirees understand when they sign the contract to work that it is only for one year?; are principals of schools, not the AU schools, told not to hire anybody or are they told they must give staff a chance to place the teachers from the AU schools and the two schools being closed?; will we be liable if we do not place the tenure teachers from Linear and Linwood?; is it true principals are hiding positions in other schools to put people they want to in them, or hire retirees, and not hire the teachers from the AU schools?; will there be enough time for the teachers from Linwood and Linear to be notified and placed by May 28<sup>th</sup>?; and if a teacher has not been placed, will they be placed in their area in one of the 64 schools?

Mrs. Crawley asked that staff provide her with a list of suspensions in our District because of dress code violations and excessive tardies, to include the number of students, which violation, and the name of the school. She stated she is asking this as a result of a comment made by Dr. March. She also asked the superintendent to explain what principals have been officially told about hiring, because she is hearing there is a hiring freeze, and when asked, she would like to respond to these questions with the official word from the superintendent. Mrs. Crawley also asked about her requests for things to be done and them not being included on the list provided.

Mr. Ramsey asked the superintendent to lift the alleged hiring freeze and if not, please instruct HR to find a country that has good trained English speaking teachers so we can recruit them, because he believes when the smoke clears there will not be any to hire and we are going to need above and beyond the teachers we have.

Mrs. May stated she doesn't speak much, because when she comes to the board meeting she comes prepared to take care of business and believes this can be done in 2.5 hours. She asked the board members to be considerate of staff members who have been here since 7:00 a.m. and she doesn't understand why we can't conduct the meetings in less time.

Ms. Priest shared with the board an opportunity she had to visit with a young lady graduating from ULM after three years and how she was able to do so because of her participation in the Dual Enrollment Program while a student at Booker T. Washington High School.

Ms. Priest shared an opportunity she had to participate in the Wings to Wellness Program today at Mooretown Professional Development Elementary School and what she learned.

Ms. Priest also reported and asked staff to follow up on an incident at Betty Virginia Park where one of our schools had a picnic and trashed the park, not picking up their trash before leaving.

Ms. Priest also asked that staff develop a challenging work skills and career development program, not watered down, that will assist students in developing a viable skills set to help them stay in school at the new Ingersoll Credit Recovery and Career Development Center.

Ms. Priest noted the sign in the Staff Development Center "Teaching is the Profession that Makes All Other Professions Possible", and she believes we have done a disservice by not better promoting ourselves with this message. She asked that the board begin an initiative campaign to promote this statement and submit a resolution to LSBA that will hopefully give us more strength through the State of Louisiana.

Ms. Phelps noted that HB 808 and 851 were postponed on Tuesday and following the break, they adjourned and never met again because of the lack of a quorum. She said at this time they have not rescheduled and she hopes they will when board members are in Baton Rouge next week.

Ms. Phelps asked for a report on the CEEF monies and how these funds were spent in each school and if some of these funds can be used for the Summer Fee Schools.

Mrs. Bell asked that the superintendent bring the board a report after meeting with the District Attorney. Mrs. Bell also requested some information on the issue at Huntington presented during the Visitors Section.

Mr. Rachal announced that his son is graduating from Byrd High School and will be attending Fort Lewis College in Durango, Colorado. He also noted the billboards across town highlighting Caddo's three Students of the Year.

Mr. Ramsey expressed his appreciation to Dr. Dawkins for answering his request relative to the implementation of the 4 x 4 at all high school in the 2010-11 school year. He stated he looks forward to additional enrollment in the Dual Enrollment Program and announced he is watching with great interest SB259 and SB316 in the 2009 Legislature, because relative to High School Redesign, it is an effort that will address those students who are potential drop-outs as well as sets a graduation goal of 80% in four years. He said the focus will be to try and get these students in a skill training program to equip them so they can move into the work force.



Mr. Riall announced and expressed appreciation for Mrs. Flowers' assistance in securing a certified automotive teacher for North Caddo High School.

**Adjournment.** *Mrs. May moved, seconded by Mrs. Crawley, to adjourn. Vote on the motion to adjourn carried* and the board adjourned at approximately 8:05 p.m.

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita Crawford, President

**June 2, 2009**

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, June 2, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Willie Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong (arrived at approximately 4:37 p.m.) and Dottie Bell. Also present were Dr. Gerald Dawkins, secretary, and Reginald Abrams, legal counsel. President Crawford announced that Mrs. Hardy is out of town. Mr. Rachal led the prayer and Pledge of Allegiance.

#### **APPROVAL OF RESOLUTION INCURRING DEBT AND ISSUANCE OF \$17,359,000 OF QUALIFIED SCHOOL CONSTRUCTION BONDS**

*Ms. Priest moved, seconded by Mrs. Bell, to approve a resolution providing for the incurring of debt and issuance of \$17,359,000 of Revenue Bonds (Taxable QSCB), Series 2008, of the Parish School Board of the Parish of Caddo, State of Louisiana; prescribing the form, terms and conditions of such Bonds and providing for the payment thereof; and providing for other matters in connection therewith. Ms. Priest said the superintendent and Finance Department presented this information to the board and there is no additional cost. Vote on the motion carried unanimously.*

#### **ADOPTION OF MILLAGE RATES FOR THE TAX YEAR 2009**

*Ms. Priest moved, seconded by Mrs. Crawley, to approve the resolution adopting the millage rates for the 2009 tax year as submitted in the mailout. Vote on the motion carried unanimously.*

#### **APPROVAL OF BIDS – LEE HEDGES TRACK RENOVATIONS**

*Mr. Rachal moved, seconded by Mrs. Crawley, to approve the bid of Blount Bros. Construction, Inc., with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$1,536,000 for Project 2009-226, for Lee Hedges Track Renovations as submitted. Vote on the motion carried unanimously.*

#### **APPROVAL OF BETHUNE MOU**

*Ms. Priest moved, seconded by Mrs. Bell, to approve the Memorandum of Understanding for Bethune Math/Science Middle Academy as submitted by the State Department of Education.*

Ms. Priest stated that several years ago a reconstitution plan was done for Bethune Middle Academy and now, since the board has adopted the Caddo Plan with Bethune included, this make Bethune the Bethune Math/Science Middle Academy. Mrs. Bell echoed Ms. Priest's comments.

Ms. Phelps asked Mr. Abrams to elaborate on the similarities between this MOU and the others? Mr. Abrams said while he does not have it in front of him, he has reviewed it and it is the same as the others. He added it is different from the former MOU for Bethune in that it adds the fee Caddo must pay, the same as for the other schools this year, and also that he did not see the Appendix the MOU references (Appendix A). Ms. Phelps asked about the "Termination for Convenience" clause, and Mr. Abrams explained this is the same as the other MOUs and is just as expensive as the other schools. Ms. Phelps stated her concern is that they give us 30 days written notice with specific violations. Mr. Abrams stated that he understands this MOU is just as the others and there is a "Termination for Convenience" clause that they explained is included in case the Legislature decides to get rid of the RSD, then they can get rid of this contract by convenience, and our response was we would like to see this happen. He added the other one was the "Termination for Cause" provision that we requested and that was if they found we had not done certain things, then they would have to give us notice and 30 days to cure it, which is the same as the others. Ms. Phelps said her concern within the 30 days is not that they would tell us what we have done wrong, but that they can just take the school. Mr. Abrams responded that the MOU states they must tell us what we did wrong and we then have 30 days to correct that defect or problem. However, if after 30 days, it is not satisfactorily corrected, then they would declare we are in default and we refer us to the RSD.

Mrs. Crawford asked for clarification that the \$46,000 amount is the same for the other schools? Mr. Abrams responded it is; and while he did not see Appendix A attached, he understands each Appendix A includes the same fee. Mrs. Crawford asked if Appendix A comes back with a fee attached to it, will the board have to again act on this, and Mr. Abrams explained he assumes the superintendent is asking for this with Appendix A, which has already been submitted.

Mrs. Bell asked about the funding of \$20,100 per school and if this what is being referenced? Mr. Abrams explained that is the initial sum in all the MOUs and in Appendix A there is an additional sum, which is the same for all the AU schools.

Ms. Priest added that when the board approved the eight AU schools and The Caddo Plan, a statement was made then that Bethune was not included at that time when the board voted on it, because we were operating under a special MOU for Bethune. Ms. Priest stated the MOU being presented is the same as the one voted on previously for Bethune. Mr. Abrams also referenced on Addendum 2 where it states "Monitoring of School Progress", and that it reflects quarterly monitoring at a cost of \$14,791, plus an additional \$11,250 for annual school reviews and state monitoring. He said the sums for each of the two years following are also included, and are the numbers the board is not seeing on this MOU, but is the same as the others. Ms. Phelps asked if this breakdown is the same for the other schools as well? Mr. Abrams responded that is correct and in the initial negotiations, there was some confusion as to whether or not the only sum was that one listed in Paragraph 5, but we were told it would also include the amount in the Addendum, so instead of being just \$20,000, it would be \$46,000. Ms. Phelps stated this reiterates her concern about the MOUs and since she was not present when the board voted on the other MOUs, she is concerned as to how this is unfolding. Ms. Phelps asked the superintendent for an estimated amount of Caddo money that has been spent on Bethune? The superintendent said he does not have that, but can provide it. Ms. Phelps added this continues to prove the State came in and helped us with Bethune, and we are still where we are.

Mrs. Crawford asked legal counsel if we can ask the State Department to provide us with a list of the services, and the times allotted to provide these services, since it is our money and we are paying for a service they are providing? Mr. Abrams responded that he specifically drafted the first page of the contract requesting detailed monthly statements, to be paid in a timely manner, and they refused; however, it does say that we reimburse them, which to him means they will tell us what to do and then we will pay them.

Ms. Phelps inquired as to the addition to the \$20,000 of an additional \$26,000? Mr. Abrams explained that for the first year it is \$14,791, plus \$11,250, another \$26,000-\$27,000, and in the initial negotiations he asked if this was all the money Caddo would have to pay, and at that time he was told yes. It was later we were told they were wrong and Caddo would have to pay the amount in the Appendix. Ms. Phelps asked the superintendent to explain to her why we must agree with the addendum? Mr. Abrams responded this is what we were told we would do for them. Ms. Phelps asked if we could not agree to what they spoke to us before? Mr. Abrams stated the original contract reflected the \$20,100 and that we will comply with Addendum A; and when he asked what would we pay, since staff understood there would be a fee, the State Department replied they intended us to pay the amount in the MOU plus the amount in the Addendum. Ms. Phelps asked if staff thought it was only one fee? Mr. Abrams responded initially. Ms. Phelps asked if initially staff thought it or initially the State told us it was one fee? Mr. Abrams stated he was uncertain, but he believes initially they were pushing it as if there was one fee for monitoring. Ms. Phelps asked if it was the State pushing it? Mr. Abrams said that is correct, and Ms. Phelps explained she is asking because she wants to make sure she understands what is being said. Mr. Abrams further added that he is talking "say-so" because he wasn't there. Ms. Phelps asked Mr. Abrams if he helped negotiate this contract and Mr. Abrams responded not the dollar amounts, because the dollar amounts were already provided (the State tells you the District cost). Ms. Phelps stated she wonders if the State said there was only one fee or did staff think there was only one fee and the State came back and said there is an Addendum.

Dr. Dawkins explained the State told us one fee and then they said it would be more. Ms. Phelps asked Mr. Abrams if we can tell the State they told us one fee and refuse to pay the addendum? Mr. Abrams responded the board must realize this happened months ago and we have already signed an agreement to pay those additional sums. He said we could have decided months ago

we were not going to do it, but we would have probably lost those schools. Ms. Phelps stated that since she was not at that meeting, she wants to make sure she understands this is for the other schools as well? Mr. Abrams said that is correct, it is the same dollar amount. Mrs. Crawford clarified that this is just the first time Bethune has been included. Ms. Phelps said she understands this, but she was not aware of the addendum, and this is a lot of money. Ms. Phelps asked if we can legally challenge the efforts of what we have put into Bethune and how can we protect ourselves since the State has been a part of Bethune for the past three or four years? Mr. Abrams explained the board can agree to play their game or not, and allow them to take the school. He further stated this is not a “pick on Bethune”, because this is what they are charging to provide the services throughout the State. Ms. Phelps indicated she is only using Bethune as the example and the State has been involved with them for the past few years and what they told us with the first MOU, to include what we agreed to and the monies Caddo has paid. Mr. Abrams further explained that in a lot of the first MOUs, the State Department covered a lot of the monitoring costs and expenses and they recognized they could not continue to do it that way so they decided to pass it on to the districts to pay the State Department to perform these extra services. Ms. Phelps said Part 2 of that is Caddo has spent money from its funds for Bethune with the State being involved and asked if that is correct? Staff responded that is correct, and Ms. Phelps said she is only saying that with the State being involved, we have not seen any improvement, so she doesn’t know about playing their game, paying all this money, and not seeing any results. She said she doesn’t want to lose the school, but she is concerned about the money game the State Department is playing, and asked the board attorney how can the board challenge the State Department to say before we approve an MOU, here is a list of the things we have done with the State’s assistance and here are the results rather than just approving the MOU? Mr. Abrams responded he assumes the State Department is saying we will either be under the MOU or we will turn it over to them. Ms. Phelps responded that is probably what they are saying, but she wants to know how we can share with them the number of years they have been involved, the monies Caddo has invested, and the bottom line is not enough improvement. Ms. Phelps asked other board members to convince her differently as to how this change will be beneficial, and asked Mr. Abrams for an answer. Mr. Abrams responded we can respond that Caddo Parish disagrees with the services provided thus far and is hesitant in entering another. Ms. Phelps stated she is unsure that we disagree, but the results show little improvement.

Dr. Dawkins reported that some improvement has been seen this year and asked board members if they would like two to three years prior to this year? Ms. Phelps stated it is clear to her that we have not shown enough and this is with the State Department working with us. Mr. Abrams explained he is not sure the State Department will be putting the same services in this MOU that have been put in past MOUs. Ms. Phelps said of course they would say that, but whatever they are going to do, they could have done before. She added she understands the board attorney is speaking in legal terms, but she is only speaking to the other board members; however realistically, she is trying to understand what may be different and she is very concerned about the monies. She stated she has gone over the MOUs with Mr. Abrams after missing the meeting where these were approved to address her concerns; however, this information tonight is new to her and she is greatly bothered by it.

Mrs. Bell asked Ms. Priest to explain when they told us the first time they would take Bethune and a group went to Baton Rouge and asked for an MOU, was the MOU at that time done with input from us? Mrs. Crawford explained this is the first time the MOU has included Bethune. Mrs. Bell stated she believes at that time to save Bethune from being taken over by the State Department, she believed a local group put together a proposed MOU to present to the State Department? Ms. Priest confirmed that is correct, but it was a different MOU. Mrs. Bell asked how much money did Caddo agree to spend on the original MOU? Ms. Priest responded this has been a question and Mr. Lee has provided the board with that information, which included incentives such as bonus pay for teachers to sign three-year contracts, etc., and it was a part of the reconstitution plan for Bethune. Mrs. Bell asked if she is not correct in saying that it is now the State’s MOU and what they want?

Ms. Phelps said she believes the difference she is expressing is the other schools did not have an MOU and we did not have the same relationship with them as we did with Bethune, and the State was involved by providing services, along with Caddo providing services. She added that based on this, it appears that what we are getting from the State is not working fast enough and her concern is if we are paying someone, what are they (the State) going to do differently.

Dr. Dawkins stated that while he wasn't here two-three years ago, he believes this is an attempt to make the MOUs consistent among the schools. Regarding the fees, he said we will get the figures on what Caddo has spent over the past two-three years on Bethune. He said staff just received a few days ago the MOU for Bethune and it is out of sequence; however, they are asking for us to get this approved and returned.

Mr. Abrams explained for clarification that the major distinction with this MOU and with what went on with Bethune in the past is the first agreement did not fund any administrative costs for the State Department of Education and in the new MOU presented, it states the CPSB will fund the administrative costs of the RSD in the amount of \$20,100 for the first year and then lists the amounts after that. He added that we did inquire of them why the district was being charged for services the State should be providing, i.e. the other costs added for monitoring (under Addendum No. 2) and annual school and district reviews, and tried to negotiate this, but they disagreed and have required all the AU schools in all districts to pay this (\$46,000 per school). In looking back in Addendum No. 2 and the salaries, it does list General Fund dollars that Caddo would use to staff behavior based interviews, incentive plans to improve our schools. He said it is not the State Department doing it, but it is what Caddo is saying we will do to improve, and will not go to the State Department. He clarified that only the \$46,000 for administrative costs will be going to the State Department, and this is what the State fronted on Bethune before.

Mrs. Armstrong inquired about the timeframe to respond? Dr. Dawkins responded it needs to be returned by June 12<sup>th</sup>, as the BESE meeting is the following week. Mrs. Armstrong asked about accountability on the State's part, and if we have seen little to no improvement at Bethune in the past two years, how can we say to them in return that they need to be accountable. Mr. Abrams said in Paragraph 4, it states that the only thing the State Department is responsible for is reimbursement for the actual costs incurred for monitoring, support, interventions and other related costs which include but are not limited to quality reviews, scheduled visits, preparation and regular reporting to the school board and the State Department of Education, and the State is not really saying they are doing anything other than monitoring. Mr. Abrams added there is really nothing the District can hold them to other than if they don't show up to monitor or send the reports, provide the requested interventions, etc. Mrs. Armstrong asked if they are withdrawing money from the MFP before we receive it? Mr. Abrams clarified that they do not, but they are only reimbursed for actual costs. Mrs. Armstrong asked if the District can withhold those funds if the State doesn't do what they are supposed to do? Mr. Abrams responded that we could possibly end up taking them to court in Baton Rouge because that is the venue for the State Department, which he doesn't believe is a bad thing.

As a point of personal privilege, Board member Ramsey announced that he received a call that House Bill 851 failed.

Mrs. May stated she doesn't think this is fair that the State is asking for this MOU for a school that was placed in AU status three-four years ago, and that the District has accountability to the State, but the State has no accountability. She asked if it is possible to take the time to work on this and bring it back for a vote at a special meeting? Mrs. May said that serving on the School Board is very important to her, and she is willing if necessary to come back for one item, because it is for the children.

Mrs. Crawford asked if the superintendent can ask the staff at Bethune to document each and every visit the State makes, including how long they stay, and what they do when they are at the school? The superintendent responded staff can provide a complete overview of the State's involvement at Bethune along with the cost.

Ms. Priest stated that in talking about Bethune and MOUs, the reconstitution occurred in 2006, which did not include entering into an MOU with the State Department, and is what the Caddo Parish School Board decided to do. She explained this MOU was signed with the SDE in 2008 for two years, and is not an agreement that has been in effect for four years. She also referenced comments about not making any progress and asked staff to share with the board the progress that has been made at Bethune. Also, the CPSB approved a Caddo Plan for the AU schools that included 8 schools, and Bethune was not included originally because we had a special MOU done in 2008. Ms. Priest announced that she will not have Bethune pulled out with the other schools, because in talking about themed schools and we have done what needs to be done as it relates to employees, etc. and she doesn't believe this \$46,000 is going to bankrupt this Board.

She added she will not allow the Board to use Bethune Middle Academy as the scapegoat and become a charter school. Ms. Priest stated there are ways we can work with the State Department, but as the representative for District 7, she is not willing to squabble over Bethune Middle Academy and \$46,000 that has already been approved for the other eight AU schools and encouraged the board to support the motion.

Leisa Edwards, director of middle schools, gave the following update on the scores and progress made at Bethune. The percentage of students scoring Basic or higher on the LEAP increased in ELA by 9% this year, the percentage of students scoring Unsatisfactory in ELA decreased by 16%. The scale score in ELA increased by 8 points and the scale score in Science increased by 15 points. The percentage of students scoring Unsatisfactory in Science on the LEAP decreased by 17%. On iLEAP, the percentage of students scoring Basic or Above increased by 8%; the number increased by 11% in Math, and by 9% in Social Studies. She also reported that the percentage of students scoring Basic or Above in Science remains at 20% and the percentage of students scoring Unsatisfactory on the iLEAP decreased in all areas except ELA, and the percentage of students scoring Basic on the iLEAP in ELA increased by 5% (they had more students scoring Mastery this year than ever). Ms. Edwards also reported that the suspensions for the year show a decline from 519 students in 2007-08 to only 198 students in 2008-09.

Dr. Dawkins expressed appreciation to the staff at Bethune for their hard work and the progress shown.

*Mrs. Crawley moved, seconded by Mrs. May, that we accept this MOU with the exception of Item #2 and that we ask the State to resubmit Item #2 to include accountability standards for the CPSB's approval.* Mrs. Crawley stated that she doesn't have much choice but to vote no, because she did vote no for the other eight, as she doesn't believe the State is doing anything to help. She added she will gladly support our staff and what they are doing to help schools, and she believes the improved scores reflect what our staff has done. She said if the State shows us where their monitoring has improved our scores, and she would like to see the percentages where we increased and when we could project getting out from under the MOU with the State. Dr. Dawkins said that is something that is not clear, because it is a five-year plan. Mrs. May stated she concurs with the comments of the maker of the motion.

Mrs. Bell asked the Board members when has the State played fair with us and stated we don't need to use a school to get mad at the State. She referenced the visit with BESE to plead with them so we could keep our schools and the fact that Linwood improved in Math, Linear improved, Oak Park made top scores, and the State did not consider this and remove them from the list. She encouraged the board to vote against the substitute motion so the State will not take another one of Caddo's schools. She said the students at Bethune improved their scores and we do not need to play with these children's lives by playing the political game.

Mr. Abrams stated his understanding of the substitute motion is to not pay the additional sum of money without accountability and explained to the board the decision has already been made that all contracts are going to be uniform throughout the State and they have said they are not making any exceptions. He said he was successful in convincing them to change certain points in the contracts, but they are using the same contract throughout the State and there is no negotiating the dollar amount, and Caddo cannot have a different contract than the others across the State. If the motion on the floor passes, he advised the Board that they can be assured it will be considered a denial, since the dollar amount was asked and answered months ago, and the accountability portion request to the State for what they did and when, was denied and they would only include reimbursement of actual costs.

Mrs. Bell encouraged the board to defeat the substitute and support the motion, and next year approach BESE.

Mr. Rachal asked Mr. Abrams if we strike this from the contract, does it mean an entirely new contract would have to be negotiated? Mr. Abrams answered that is correct. Mr. Rachal asked Mr. Abrams to clarify the State's stance from his negotiations with them? Mr. Abrams explained their stance is prior to the other MOUs we presented, they accepted the proposed changes prior to the last presentation he made to the Board and that the MOUs would be standard throughout the State of Louisiana with no district getting any benefit different than any other district. He said all the contracts are the same and are in the same format throughout the State; so if you

delete a portion, the Board is saying it will not be uniform with the remainder of the State of Louisiana under an MOU and it will be denied. Mr. Rachal asked what will happen if it is denied? Mr. Abrams responded then there is not a Memorandum of Understanding and at that point, they could tell us we revert into the RSD. Mr. Rachal asked about the length of the original MOU, and Ms. Priest announced it is a one-year contract and will end June 30, 2009. Mr. Rachal stated if we are concerned if we don't accept the State's MOU that Bethune could become a charter school, we do have the ability to absorb our students into our existing schools, because the District has done this? He also noted Ms. Priest's comment that \$46,000 is not going to break us, and asked the Superintendent for a copy of the report presented by staff on the specific scores, because he believes this indicates that we are doing what needs to be done. Mr. Rachal stated he doesn't believe we can beat the State on this and if the schools are improving, he doesn't believe \$46,000 is asking too much even though he is not satisfied with what the State does for the money it is receiving. Also, he believes they have determined a way to milk money for every school they determine they want to put under an MOU, and he doesn't agree with Paul Pastorek or the BESE board in this. *Mr. Rachal moved, seconded by Mrs. Bell to call for the question on all motions. Vote on the motion to end debate failed with Board members Burton, Priest and Bell supporting the motion and Board members, Riall, Crawley, May, Phelps, Crowth, Rachal, Ramsey and Armstrong opposed.*

Mr. Ramsey asked Mr. Abrams to reiterate where we are and what we are facing with the original MOU expiring at the end of June, because based on past performance by the State, he doesn't believe they will fool around with this very long and he can't believe the Board has debated as long as it has over \$46,000. He said as long as we continue to show improvement in our school, he doesn't believe there is a danger in them taking the school; and at this point, it is not necessary to get into a battle, but to move forward.

Mr. Burton echoed some of the comments made and that he doesn't want to see Caddo Parish in the headlines and the State using Caddo as an example, and this is not something for us to use to get revenge against the State or the State Superintendent. He referenced Ms. Priest's comments and that it is not the time to use these students or punish them by using them as a pawn between the CPSB and the State. He noted the improvements made at the school and that the students can't expect to make a turnaround in a new program overnight. He encouraged the board to move forward and support the motion and the students.

Ms. Phelps said she started out sharing with the board her concern and she did not say in any way that we were using Bethune as a scapegoat and battling over \$46,000. She clarified that the concerns she shared were to bring to the Board for them to think about the fact that the State has already been involved in this school and what different results are being seen. She said she asked the Board to think about how we can present to the State the fact that they have been in the school and ask what they plan on doing different. Ms. Phelps indicated she never said not to support it and Board member Armstrong also asked how can we ask for more accountability? She said her expressed concerns are only food for thought and she doesn't believe we should just roll over and take everything the State has done. She asked that no one leave with the impression that it's about a scapegoat for any school, but it is about \$46,000 and again clarified that since she was not present for the meeting in which the other eight were approved and when she realized what had taken place since it was not on the agenda, she had several conversations with Board members and the attorney regarding the fees we paid, and she would not have approved the MOUs then, which is something she has shared with the Board since that time. Ms. Phelps again stated the difference is the State has been involved in this school unlike it has in the past, and she only wants to ask what can we do differently. She directed this question to the board attorney and his reference to what the contract says, and everyone knows what the contract says, and she is only asking how we can do something different.

Mr. Abrams clarified that in Paragraph 4 of the contract, it states Caddo Parish will reimburse the RSD all actual costs for monitoring, support, interventions, and other related costs included, but not limited to.....He said this means the State cannot make up anything; and if they do, we can request an audit since they are to have actual costs they are billing us, and they should be able to document what they are doing.

Mrs. Armstrong stated she realizes we can't fight the State, but in terms of accountability, she believes we should hold them to this. At this point, she said we really don't have any choice in this matter; however, she believes the vote in the Legislature today is proof that when Legislators

become involved and realize (and the majority probably don't realize what is being done across the State in these takeovers) what can be done. She encouraged the development of an information packet for distribution to the Legislators through the school systems across the State, and believes this is a good way to get this information out. She said everyone feels it is unjust and boards are being backed into a corner; however, this is politics and it needs to be approached in a different way than it has been approached.

Mr. Riall stated that when in Baton Rouge recently, he noted when Superintendent Pastorek testified before the House Education Committee he used Caddo Parish as an example in a negative way. He said he doesn't believe Mr. Pastorek is going to back down and he believes what we need to do is bring our scores up and when that happens and we get out from under the MOU, then we might be able to do something; however, at this time, we need to move forward.

Mrs. Crawley stated it is not \$46,000, but it is for three years and it will be \$84,000 x 9 schools which is almost \$1 million we will be paying to the State. She stated her opposition to all of it and if you are saying this amount is an estimate, that means it could possibly go up since we don't have any specifics on charges for consultants, etc. Mrs. Crawley stated that she knows our Facilities Study will reflect we have a large capacity, and just because someone else is doing it, doesn't mean we have to. She said she believes the State would be shocked if we stood up for principle and said no; because if we say yes, she believes they will take it that we are saying yes because they have been an asset to us.

Mrs. May said since schools are improving, she proposed that we develop some type of newsletter to share with the Legislators so they know what we are doing in Caddo and not just hear what Superintendent Pastorek is saying.

Mrs. Crawford reminded the board that we can't send a message to the kids or teachers at Bethune that we don't believe in them and we need to encourage them for the progress they are making.

*Vote on the substitute motion failed with Board members Crawley, May and Phelps supporting the motion and Board members Riall, Burton, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell opposed.*

*Vote on the main motion carried with Board members Crawley and Phelps opposed and Board members Riall, Burton, May, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.*

## **SUSPEND THE RULES**

*Mrs. May moved, seconded by Mr. Burton, to suspend the rules to add to the agenda MOUs for Central Elementary, Midway Professional Development Center and Ridgewood Middle School. There were no speakers to the motion to suspend the rules to add an item. Vote on the motion carried unanimously.*

*Mrs. May moved, seconded by Mrs. Armstrong to add to the agenda the MOUs for Central Elementary, Midway Professional Development Center, and Ridgewood Middle School.*

Mrs. May stated that this is something needed to help our schools and encouraged the board to support it. Dr. Dawkins explained that these MOUs came to staff late and are different than the previous MOU discussed in that these actually bring money, approximately \$170,000, to each of these schools for focusing on those areas where the schools may have weaknesses, i.e. literacy and numeracy. Mrs. May asked that in the future these be sent to the board prior to the meeting. Mr. Ramsey asked the superintendent if there are baseline scores for each of these schools as a result of the last testing process. Dr. Dawkins responded that he did not have them with him. Mr. Ramsey shared with the board that Ridgewood's baseline score is well above 70, but this MOU is as a result of failure in sub-groups and is something the experts continue to predict. Mr. Ramsey stated his agreement that within the next five years unless the process changes, it is possible that we will see all of Caddo's schools in AU status. He asked Dr. Dawkins for a copy of the scores and the breakdown for each MOU. He reminded the board that these schools are now in AU1 and he doesn't want to get to AU4, and Dr. Dawkins said or AU2.



Ms. Phelps asked the superintendent if these schools just slipped in AU1 this year? Dr. Dawkins said that is correct. Ms. Phelps asked about the funds and other schools in AU1? Dr. Dawkins responded that these funds are additional for schools that go into AU1 status, and most of the other schools have Title I dollars as well for hopefully reversing this status. Ms. Phelps asked if the same thing was offered to the other AU1 schools? Dr. Dawkins explained that the others get Title I dollars and this is over and beyond that. She asked if the state is providing the same funding for the other AU1 schools? Dr. Dawkins said the state is providing funding, but it is not specifically the same. Ms. Phelps asked if this funding is only for these three schools, and the superintendent responded that is correct. Ms. Phelps again asked if this is what they normally do or did they say why they chose these three schools? Dr. Dawkins responded it is because of their status.

Mrs. Bell said she is glad for this kind of help for these three schools and asked the superintendent about the sub groups, do we know where these sub groups are failing, and if this money can be used at those schools to provide the needed resources to bring these sub groups up? Dr. Dawkins responded this is what the money is for and we know why these sub groups are failing and will use this money to address the needs in these areas.

Mrs. Crawley said she needs to correct that this money is Federal money, Title money and not State money. The superintendent explained it is Federal money that comes to us through the State. Mrs. Crawley asked do we apply to the State for the grant and the State receives the money? Dr. Dawkins explained the dollars received are based on the number of kids we have, the income level and the needs of the District.

Ms. Phelps asked Dr. Dawkins for clarification on when these were received? Dr. Dawkins responded he only received them in the last couple of days. She asked about the timeframe and if the State always sends things at the last minute wanting a quick approval?. The superintendent responded that sometimes the State is better than others, and sometimes inconsistent, but this particular time, they have asked us to get it done at this board meeting. She asked if these are Title I funds coming to us through the State and do we have to enter into an MOU to receive the funds? Dr. Dawkins explained this is based around the State's Literacy and Numeracy Initiative to bring focus, energy and expertise in additional training and resources in the areas of literacy and numeracy. Ms. Phelps asked if the State will be offering services? Dr. Dawkins said it will not necessarily be the State that offers the services, but they may help. He added that we will provide the needed training, etc. Ms. Phelps asked legal counsel the purpose in having an MOU to receive these funds? Mr. Abrams explained that the main purpose in this case is to make certain we use the funds for what we are saying we will use them, and that they meet the requirements for the Title I dollars, which means they are a type of fiscal agent. Ms. Phelps asked the superintendent to provide the Board members with what they are doing specifically.

*Vote on the motion carried unanimously.*

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

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita Crawford, President

**May 5, 2009**

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 5, 2009 with President Bonita Crawford presiding and Lillian Priest and Charlotte Crawley present being a quorum. Other school board members present were Steve Riall, Eursla Hardy, Willie Burton, Lola B. May, Tammy Phelps, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Dr. Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Board member Steve Riall led the prayer and Pledge of Allegiance.

## **PRESENTATIONS**

**Magnet Schools Presentation.** Julie Scruggs, supervisor of magnet schools testing, shared with the board a report on the recent testing for magnet schools and the placement of applicants for the 2009-10 school year. She highlighted each section of the report that included the number of applicants tested and placed at the elementary and middle magnet schools, as well as placement simulations for kindergarten students using several different placement scenarios. Mrs. Scruggs explained that the report presented is in the identical format presented last year and has the same simulations but with this year's data. Further, she presented information on the cut-off scores for the past two years in each grade at each elementary magnet school, which is the lowest score of an applicant admitted that school year in each of the placement categories as determined by board policy in rank, sibling and diversity. Also, information on the number of openings at each elementary and middle magnet school grade for the last two years was reported as well as the fact that there were no openings in several grades. Mrs. Scruggs stated that information in the placement simulation for Caddo Middle Magnet students using the hypothetical placement of no siblings used four years of data including this year. She also provided a copy of the memorandum to the board on April 9, 2009 concerning placement information immediately before parents were notified of their children's results, which also included detailed information on the number of children tested and placed in kindergarten, the number of siblings tested and placed, and a comparison of this information to the prior three years, as well as details on the number of students tested and placed in the 6<sup>th</sup> grade at Middle Magnet and a comparison of that information to the prior three years. A copy of last year's report was also provided, along with a copy of the board policy, elementary magnet schools application, parent information for elementary magnets, middle magnet school application and a calendar of elementary and middle magnet schools, all of which appear on the CPSB website.

Mrs. Scruggs reported that kindergarten testing and placement (which is the area with the most applicants and the fewest available seats), went very smoothly and parents were very complimentary of the process. She reported that until scores were released, she received very few complaints about the testing process or testing environment. Mrs. Scruggs also announced that 693 children tested for kindergarten and of those 693, 606 chose South Highlands or Eden Gardens as their first or second choice. This year, she reported there were 122 kindergarten seats available at South Highlands and Eden Gardens after the placement of siblings, so the 606 children were all competing for these 122 seats. Mrs. Scruggs reported that now that contracts have been signed, she will begin to work on the wait list as students decline placement and this process will continue through the 5<sup>th</sup> day of school for the elementary grades and if there are vacancies in any schools, she will conduct late testing for those in June. To date, approximately 200 late applicants have been turned in.

Mrs. Bell stated that she received a call from two parents whose children tested for South Highlands, they passed the test, and received letters that they would be placed at Herndon or Claiborne. She asked staff to explain this placement. Mrs. Scruggs explained they are placed according to their scores and as South Highlands filled up, staff moved to their second, third or fourth choice. Mrs. Bell stated the concern was they lived in the Eden Gardens area and were placed at Herndon, and the distance from their home. Mrs. Scruggs confirmed that the students are only placed in a school they have chosen, and if they did not put Herndon down as a choice, they would not be placed at Herndon. Mrs. Bell asked staff to explain how siblings are placed? Mrs. Scruggs explained that siblings must take the test and must qualify before being placed.

Ms. Phelps stated she had conversations with Attorney Lafargue last year and this year on this matter and her concern over the last two years of Eden Gardens, Fairfield, and Middle Magnet

being in District 6 and the number of students in that district. Ms. Phelps asked about the statement of the 600 plus students and the 122 openings? Mrs. Scruggs explained that this information was not in the packet, and she restated the figures of 693 students were tested, 606 chose South Highlands or Eden Gardens as their 1<sup>st</sup> or 2<sup>nd</sup> choice, and after placement of siblings, there were 122 kindergarten seats available at South Highlands and Eden Gardens. Ms. Phelps asked how many before the placement of siblings? Mrs. Scruggs responded there were 160. Ms. Phelps said over the last couple of years she has been receiving calls and even though the discussions have taken place that the magnet schools are not neighborhood schools, she thinks we could possibly save some gas when they are given their first choice within a district. She said the students who asked for South Highlands, Eden Gardens and Fairfield, students who live in these areas are given Herndon, Judson and Claiborne and this and the sibling rule is something she wishes the board to revisit. Ms. Phelps stated it is very difficult to explain why a non-sibling student is making higher scores than a sibling student, and not just one or two points, but 20 and above. She added she would also like the board to look at those in a particular district asking for their 1<sup>st</sup> and 2<sup>nd</sup> choices, and that we take into consideration where they live and not be busing students across the district. Ms. Phelps stated she doesn't understand how we can continue to explain how a kindergarten student with a score of 97 is on the waiting list. Ms. Phelps also asked about the magnet options for middle schools and if this information was given this year? Mrs. Scruggs responded that the information on the magnet component schools is not in the packet, but is information she hands out to parents. Ms. Phelps inquired if she gives it out or if it is a part of the packet?, and Mrs. Scruggs explained that when parents come to see her about other options, she shares this with them. Ms. Phelps explained that some parents are not aware of other options available to them and last year staff was asked to make this information a part of the application packet. Mrs. Scruggs stated the middle schools may also give this information out to parents. Ms. Phelps said she understands that, but the intention was for it to be a part of the application packet, and she is asking this so there is consistency across the district. Ms. Phelps also asked about the criteria referencing diversity? Mrs. Scruggs noted the board policy, which is posted on the website. Ms. Phelps stated that the students meeting this criteria are not even being considered because of the sibling scores, but there have not been a lot of non-siblings with this qualification who have been placed. Ms. Phelps asked about the results for diversity? Mrs. Scruggs explained that staff follows guidelines as presented in board policy, including placing siblings first. Ms. Phelps stated that her question is what percentage of students meet the diversity criteria and are being placed? Mrs. Woodard noted the information behind Tab 2 and Mrs. Scruggs explained that this information shows cutoff scores and diversity for each grade. Ms. Phelps asked for clarification if this is scores or students placed? Staff explained that the information is scores. Ms. Phelps stated she is concerned because of calls she has received over the past few years with students still making higher scores who do not fit into the diversity criteria, they are close to their home and no school, and she believes this number to be very low, because she has received calls over the last few years regarding students who are still making higher scores and do not fit into the diversity criteria and are still not being placed.

Ms. Priest stated that as a board member she believes it is disheartening to listen to what we have actually put ourselves into and it should not be where there is a big distinction in education. She said she is concerned about this and what it says about the Caddo Parish District. She stated she is not pleased when we have schools all across the parish and some are not filled, yet we still have four or five schools that people want to go. Ms. Priest said that should be the situation throughout the district, and a parent should be able to say that wherever they live, that this is the school they will attend and not feel as if they have to go to Caddo Magnet or Caddo Middle Magnet, Eden Gardens, etc.

Ms. Phelps shared a situation this school year where a magnet student came to live with the father from Texas and the father inquired about a position at Middle Magnet. She stated it was disturbing to her that after giving this parent the run around, the first thing not asked of him was the child's scores, but was just quickly told there were no seats. Ms. Phelps said when they visited Walnut Hill, the first question the principal asked was what was the student's scores. Ms. Phelps said she believes we need to look at parents receiving this type of treatment and make changes that are more sensitive to the parents. Ms. Phelps stated she is also concerned about the number of African American teachers at Eden Gardens, and she has talked to Dr. Robinson about this, as well as the perception of the treatment of African American boys there. She said she doesn't know how these teachers are being chosen, but again, if we become fair to have the makeup of the district, non siblings getting in based on their scores above the siblings, then we

can keep in mind the students we are serving. She stated this has been a concern of the community for some time and she would like for this to be looked into and addressed.

Mrs. Scruggs explained that when any parent comes to her she tries to be as positive as she can, explaining that testing has already taken place, the seats filled, and until the results are known relative to the number that will decline, and whether or not there will be vacancies. However, if so, she will do further testing, and at that point, she strongly suggest consideration of the district's wonderful neighborhood schools and encourages them to visit the neighborhood schools. She also shares with parents a list of the magnet component schools. Ms. Phelps asked that the process be looked at, because the parent is the one that has to go and find a school with no direction from Central Office. Mrs. Scruggs added that she does look up the neighborhood school for the parents even though many say they have no idea where their neighborhood might be. Ms. Phelps asked board members to realize if we moved and had a child in the magnet program, we would expect to be able to enroll our child in a magnet program. She said maybe it's possible for us to offer the parents some additional assistance before they drive all over the district looking for a school.

Julie Lafargue, attorney, shared with the board the following information in response to Ms. Phelps' question of how many children were placed by diversity and by rank at each school, and clarified that each year the qualifying siblings are placed first according to board policy. Ms. Lafargue reported there were 80 kindergarten seats available at Eden Gardens and this year there were 20 siblings that met the qualifying score according to board policy and were placed, leaving 60 seats to be filled by board policy, with 60% (40) of those seats being filled by rank score and 40% (21) of those 60 seats being filled by diversity. She verified that all these seats were filled in accordance with board policy. She further explained this is not 40%/60% because you place your 40% (36 children) by rank, then you place the diverse children by rank and you ran out of diverse children (using all the qualifying students down to the score of 70) and there were no more children at the diversity preference at the 70<sup>th</sup> percentile, so according to board policy, you then return to the ranking list and took three additional children by rank score which gave you the 40 children placed by rank.

At South Highlands, Ms. Lafargue explained there were 80 seats available and there were 18 siblings at South Highlands that qualified for placement. The remaining seats, 60% (37) were filled by rank, then 40% (25) seats were filled by diversity, with all 25 seats in diversity being filled. Ms. Lafargue reported that at Claiborne there were 65 seats placed, 45 by rank and 11 by diversity, and 9 siblings. At Fairfield, she reported there were 66 seats, with 26 siblings being placed, 24 placed by rank, and 16 by diversity. Ms. Phelps asked for a breakdown of the diversity number and Ms. Lafargue responded at Fairfield there were 5 Black, 9 White, and the remaining made no indication. She reported that Herndon had 63 placed, 27 siblings, 33 by rank and 3 by diversity. Judson had 80 students placed, 41 by rank, 25 by diversity and 14 siblings. Mr. Rachal inquired about the bottom score for each, and Ms. Lafargue noted that information under Tab 2 of the package presented. Ms. Phelps again stated the concern that sibling scores are not as high as the non-siblings, but they are getting placed. Ms. Phelps also questioned the lowest score of 58 at Fairfield being placed and Ms. Lafargue explained that the cutoff score for Fairfield, Herndon, Claiborne, and Judson is 45 for Kindergarten and at Eden Gardens and South Highlands it is 70. Ms. Phelps indicated she did not remember the board doing this and Mr. Burton confirmed that is the board policy. Ms. Lafargue confirmed that this has been the policy since Dr. Schiller was superintendent. Ms. Lafargue also highlighted cutoff scores for the remaining schools. Ms. Phelps indicated she believes there is enough here to look at making some changes.

Mrs. Bell stated her agreement with Ms. Priest and the concern stated; however, she believes now that we know it is not equal in all the schools, and with parents reading and hearing others talk, she feels it is important that we change the mindset of the community. She added that with the changes to be made in schools, she feels in two years the magnet schools will be looking for students; because she believes the superintendent's plan will work, and students will be trying to get in these schools with the new programs. Mrs. Bell stated while there should be 1,400 students at Huntington, there are less than 1,000, with most of them being in other schools across the district because of programs offered at the other schools. She said the leaders in the schools will need to change the mindset of the communities and noted there are discipline problems at all schools.

Ms. Priest stated she agrees about the change in the mindset, because there are teachers in the district whose children are not in neighborhood schools, but they are in magnet or private schools.

Mr. Rachal stated that the Caddo Parish School System has a responsibility to take care of the needs of the children and there are children who have special needs, physically, learning, and there are those that excel. He said the magnet system has met the needs of these children and he is a proponent of magnet schools, but believes the day we do away with magnet schools, the board will need to be prepared to build seven or eight schools in Southeast Caddo, as there are that many students from that area who are attending magnet programs across the district. He added without these magnet programs, there would need to be another high school in Southeast Caddo, two more middle schools, as well as three or four elementary schools. Mr. Rachal asked if the ranked scores included a child scoring 98 and not getting placed because of diversity and siblings? Mr. Rachal stated this will always be an issue when we are taking care of siblings and diversity. Ms. Lafargue stated that in years when a test is easier and you have high scores (grouped at 99), which happened last year, there are cutoff scores at 99, and she noted the cutoff scores this year of 92, 88 and 86, which indicates how hard the test might be. She added she believes the testing department works to find a test that can test a four-year old's aptitude and ability to succeed in an academically challenging school. She said there are also problems of trying to have a secure test that isn't out in the community and isn't available on the web which compromises the integrity of the test and process.

Mr. Ramsey commented that even before he came on the board he heard these discussions on magnet schools and he referenced the lawsuit and the many meetings, forums and questions on these issues. He added he believe the result was a pretty good program and the distribution of the students is about as good as we can get it, because we will not be able to get rid of the arguments or complaints. He stated that District 10, 11 and 12 possibly experience this more than any other district because there is a lot of private school competition in these districts. He also said there is now the Linwood Charter School and he doesn't believe they will care about the Caddo Parish rules nor will they be concerned about the discussion and time the board takes up in trying to resolve every complaint and argument that's focused toward our schools. He said he believes now it is on the superintendent and the board to make our schools competitive, and he hopes the board will stay focused on the issues ahead and not expend a lot of time and energy in trying to address issues we have already covered, as not everyone is going to be happy, and it is a work in progress and he appreciates where we are today.

Dr. Dawkins thanked the board for their comments and he agrees it is our time and he does not mind it being on his back; but the real issue is the willingness to compete and insure that every child gets a great education regardless of zip code. He stated our best children can be better and the other children have to be better, and we need to challenge every adult and every child. He also noted there will be some hard conversations throughout this process, but he believes if we are willing and courageous enough, there will be something special on the other side of this.

## **ESTABLISH THE AGENDA AND CONSENT AGENDA FOR MAY 13, 2009**

Superintendent Dawkins highlighted the agenda items being presented for the May 13, 2009 meeting and the following discussion ensued.

**2009-10 Consolidated Annual Budget.** Dr. Dawkins announced that this item will be moved to the June meeting.

**Transfer Funds to Technology Enhancement Reserve.** Jim Lee, director of finance, explained that if the board approves the Qualified School Construction Bonds, this allows money to be set aside to help pay these back. He stated that Caddo will receive by the end of the year approximately \$10 million in excess sales tax revenue that we did not originally budget and approximately \$8 million in property tax revenue not originally budgeted, and his recommendation is to place \$15 million of this amount in a reserve fund to use for making payments on the Qualified School Construction Bonds.

**Information Technology Department Hardware & Software Maintenance Renewal Agreements.** Mr. Rachal inquired about the backup on this item and Mr. Brown explained that

he is still collecting the contract renewal documents from vendors and will pass them to the board attorney for review prior to bringing them to the board for action.

**Biotechnology Magnet Academy at Southwood High School.** Mr. Rachal inquired as to who initiated this? Mrs. Gunn explained this is part of the plan for the BioTech Magnet at Southwood High School which will give the students in the program opportunities for extensive research. Mr. Rachal asked who initiated this with LSU? Mrs. Gunn said staff has been planning this with LSU along with the Southwood staff. Dr. Dawkins also stated that Jack Sharp has been involved in this project. Mrs. Gunn further explained it is an expansion of what has been done by giving the students the opportunity to do intensive research with the university. Mr. Rachal asked who initiated the expansion? Mrs. Gunn explained that the Southwood staff in planning the curriculum has been seeking ways the program can be expanded. Mr. Rachal expressed his congratulations for this.

Mr. Ramsey added that it was set up as a four-year program and we are now entering into the fourth year. He said before we can place the students in a lab with a professional, this type of agreement is required for legality reasons. Mr. Ramsey stated that he and Mrs. Armstrong sat in on meetings in this process and everyone has anxiously awaited this step whereby the students are mentored by research scientists and doctors at LSUHSC and the BioMed. Mrs. Armstrong also recognized Jeff Roberts, assistant principal at Southwood High School, as one of the originators in bringing the MST and East Lab programs to Southwood and for his efforts in implementing these programs. Mrs. Crawford also stated that she toured Southwood with the previous National Chemistry Society president and a chemistry professor and what a wonderful program this is. She said this aspect is very much needed because when the students come to the college level and don't have the experience, it can be a shock and adjustment for them.

**Summer Fee Program Budget.** Dr. Dawkins stated we have a number of students who attend the Summer Fee Program and staff is asking approval of an \$11,000 budget needed to operate this program. He announced that in the future, staff will be bringing budget neutral summer school programs, so board members can expect an increase in the summer school fee. Ms. Phelps asked if there is an update on the number of students registered and what aggressive measures were taken this year different from last year? Mrs. Gunn responded that staff has sent packets of information to the schools and an announcement ran in the newspaper this past week regarding this program as well as other summer programs being offered. She said registration will not happen until we know what students need the program. Ms. Phelps asked if the principals and counselors played an active role in the process by having parental contact with those who qualify and can a list be provided in the report of those who qualify and if they decline? Mrs. Gunn explained we must wait until the end of the year when the grades are known to determine who needs the courses. Ms. Phelps stated that by now shouldn't we know if a student will fail for the semester, and Mrs. Gunn responded that we need to know if they fail the course for the year. Ms. Phelps said she understands, but don't we gauge at some point after the first semester those at risk of failing? Mrs. Gunn stated that we do know those that are in danger. Ms. Phelps requested that we make parental contact with these and note which ones decline and those who will be attending. Ms. Phelps added that we often say the information was provided but the students don't come and we don't know how many of our administrators are on the phone asking that the students come. Dr. Dawkins announced that information on summer school has been out and available for approximately one month and staff will be very aggressive in letting parents know what is available. Mrs. Crawford asked if a parent is interested, but they cannot afford it, are their scholarships available? Mrs. Gunn explained there is a community person working with us for scholarships.

**Revisions to CPSB Policy GCBC.** Mrs. Bell stated she needs some additional explanation on this item. Dr. Mary Nash Robinson, assistant superintendent for human resources, explained that these revisions are being brought at the superintendent's direction and as a result of several referrals made regarding extraordinary situations where staff noted chronic behavior of employees needing assistance in keeping themselves as well as the students safe. She added that currently, we are limited as to how this assistance can be provided for them, and these revisions will make it possible to get the employee the assistance he or she needs in a more expedient fashion. She also noted there are certain employees, administrators who will be able to make the call as listed in the policy, as well as certain types of referrals that can be made. Also, these revisions provide for consequences/administrative actions that may result from employees refusing to work with us in getting the assistance they need. She also reported that limited

information will be provided to the staff from the EAP office, and this is only being done to provide employees the assistance they need to keep them safe and the children safe.

Mrs. Bell asked if this is associated with their health and when an employee begins missing at the beginning of the school year and is absent for most of the year? Dr. Robinson responded it does not and these are two different issues, and this policy addresses that unusual, strange behavior that is not good for the teaching and learning environment.

Mrs. Hardy left the meeting at approximately 5:45 p.m.

At the request of Mr. Rachal, Mr. Abrams explained this policy gives the administration the ability to refer someone to EAP and shared an example of having a situation whereby an employee exhibits strange behavior in the workplace and staff would put the employee on leave with pay and we would be paying this person, but the person would not pursue getting any help. He said the current policy is strictly a voluntary use of the EAP policy and this policy would allow staff to send or refer employees exhibiting strange behavior and there being consequences if they refuse.

Mrs. Crawley asked about the possibility of the employee seeing someone who may be treating them for a problem they have? Mr. Abrams explained that we will request that the employee be evaluated, and explained that we have received referrals where a GP will give a response that is not related to the particular individual and their actions by simply saying the employee is able to return to work. He said this policy intends there is something more and that the employee needs to be evaluated and the information may not come back to the personnel department, but it will be forwarded to the EAP office where it is kept confidential. Mrs. Crawley asked if we are telling people if they become an employee they are giving up their medical freedom? She said she understands we must guard ourselves against something terrible happening, however, she doesn't know if we should tell someone they must see a certain medical professional. Mr. Abrams explained further that the policy states the employee has the right to accept or refuse the EAP services; however, if the employee chooses to refuse, there may be some consequences. Mr. Abrams added that the board must realize it could be putting other employees and students at risk; therefore there should be some type of ability to make certain the employee is getting some assistance and help them. Mr. Abrams added if the employee refuses to go, we will follow the normal routine measures. Mrs. Crawley asked why an employee can't choose the medical professional that treats the type problem they may have rather than us telling them they have to see a certain person? Mr. Abrams said if it is a referral to EAP, he understands they have a list of professionals in which they have confidence, and this policy does not address them going to their own family doctor or regular doctor, but that they will go to EAP for the referral. Mrs. Crawley cited the example of an employee being on a certain drug and they miss their medication or the medicine may not be working for them any more and they go to their doctor and the doctor determines the correction needed and says the employee can return to work. Mr. Abrams stated the concern is about the work place and the physical violence, threats, suicide attempts, and not that the employee goes to their regular doctor; and if they can work in conjunction with the EAP office, then this will be sufficient. Mrs. Crawley cited the complaints she has received from the EAP office. Mr. Abrams stated again the provision in the policy where the employee can refuse to participate in the program.

Ms. Priest asked if there is a mechanism in place that will educate or inform employees when the board makes this policy change, as well as additional policy changes? Dr. Dawkins stated it will become a part of the employee handbook that is shared with all new employees and staff will orient the current employees as well.

Mrs. Armstrong stated she has the same concern as Mrs. Crawley and employees having to go through EAP; because if an employee is being treated by a specialist and there is an interruption with medication, etc., she doesn't understand the need to go through EAP. Mr. Abrams responded that first of all something must happen in the work place for an employee to be referred, and it may as simple as going to the EAP office and making a determination that the employee did not take their medication or making a referral or contact and only to figure out what the problem is and how to address it. He added that we must have some idea that the problem is begin taken care of, and the process is basically about whether or not they comply with the EAP appointment and if the employee agrees or disagrees with the recommendation; and if they do not go through the process, EAP has nothing to do with it, but it becomes a

personnel problem at that point and is addressed based on appropriate action. Mrs. Armstrong also stated her concern about things she hears from employees across the system relative to confidentiality. She said we are in a sensitive field dealing with the lives of students or employees, and she has heard from many people that if they want to know something, they only need to talk to someone in Central Office or a secretary or bookkeeper at the school and find out whatever they want to know. Mrs. Armstrong said as a board member and one that is very concerned about this policy, she understands the necessity, but as professionals, it is important that we tighten up our lips and not ruin individuals' lives and for this she can understand why an employee would not want their health issues going through yet another department to be addressed. She said any issue coming across a desk does not mean it is something to be restated, and this new policy brings this one step further of what has been happening over the years of some repeating confidential information. She said she hopes this gets the attention of some and that we get back to professionalism in our jobs.

Dr. Dawkins responded that it is his expectation that people will first of all do their jobs without interfering in anyone else's personal business, and he will address this on a personal basis and encourage everyone to be professional in their jobs.

**Proposed Policy Governing Requests for Change in School's Name, Colors or Mascots.** Mr. Riall explained that a situation arose in North Caddo Parish last week concerning a group of people wanting to survey for opinion and support on the change in the mascot for North Caddo High School. He said this move brought about a good amount of contention in the city and he received a number of emails for both support and non-support for this item. Mr. Riall said he felt the matter needed to be addressed and dealt with in the community; but in researching it learned there was no policy governing this, thus he is bringing a proposed policy for the board's consideration to provide for protocol for anyone wanting to change anything relative to any of the schools.

**Approval to Begin the Process for Naming the Northwood High School Baseball Field for Dr. James Farrar.** Mr. Riall explained that Dr. Farrar was the first baseball coach at Northwood High School and affected many students at Northwood High School. He also announced that Dr. Farrar was recently inducted into the Northwood High School Hall of Fame and the community is requesting that the baseball field be named for him.

**Recommendation to hold CPSB Meeting on Wednesday, July 1<sup>st</sup>.** Discussion ensued on the July CPSB meetings and Mrs. Crawford stated that while the board typically has one meeting in July, they had discussed scheduling two with all the changes this coming school year. Mrs. Crawford said she believes at this time, only one meeting could be scheduled on the regular third Tuesday, unless there is a need to hold a second meeting. Mr. Burton reminded the board members that the board has typically scheduled only one meeting in July because of vacations, and if there is a need for a special meeting, the board president can call it. Mrs. Crawford announced that the board, at this time, will meet only on Tuesday, July 21<sup>st</sup>. Mrs. Bell stated it is her opinion that with everything going on in the district and all the changes, the board should meet two times in July. Mrs. Crawford assured Mrs. Bell that if it is needed, she will call an extra meeting.

**Resolution Approving the Issuance of Qualified School Construction Bonds.** Dr. Dawkins announced that last week it was brought to staff's attention that through the stimulus package there are funds being made available at a substantial savings and it is believed this will greatly enhance the district's ability to upgrade its technological systems in our schools. He said he has expressed to the board and the community that the district is at least 5-7 years behind in the acquisition and use of technology in our instructional and operational systems. The superintendent noted the proposal previously submitted to the board was \$1 million and how they were challenged in finding a way to fund this activity. Dr. Dawkins further explained that the stimulus package provides for some leverage to make this happen for all students and employees. He also added that his assessment has been there are schools and departments throughout the district that have an unevenness of quality of technology and the ability to deliver to the students, and this perpetuates on matters discussed earlier in the meeting. He stated there cannot be any mistake, the zip code cannot determine the type of education a student gets, and this is part of the continued discussion to allow for upgrading the district's technology, and the importance of not waiting and getting further behind.



Mr. Lee, director of Finance, highlighted a summary of the proposed technology plan and what the overall cost is, as well as possible funding sources. Mr. Lee also stated that in response to the board's request for possible funding sources, staff has learned about the Qualified School Construction Bonds as well as the General Obligation bonds. He explained that all of this would be debt to the district and in looking at ways to repay that debt, and highlighted the proposed program. Mr. Lee stated this is a \$51 million plan and he is pleased to say that the majority (\$42 million) will go directly to the schools in the form of wiring, computers, etc. He added that a smaller portion will go toward the software for payroll, HR and student systems, and a smaller piece to upgrade the Data Center at Central Office to make all components of the system work. In order to fund the \$51 million program, Mr. Lee explained that a portion being recommended is part of the American Recovery and Reinvestment Act (stimulus package) or Qualified School Construction Bonds, which can be used for new construction, or for rehabilitation of existing facilities (modeling and upgrading the schools and Central Office). Mr. Lee explained that Caddo is being given a direct allocation of \$17.3 million to be used at our discretion, and there is no voter approval required, but only a decision from the board to move forward. Also, Mr. Lee reported that a second piece of the funding source would be General Obligation bonds and introduced Grant Schleuter, bond counsel for CPSB. He reported that in looking at the analysis, they have determined and informed us we have the ability to issue up to \$50 million with no tax millage increase, which is a great selling point. Mr. Lee said while we may not need the entire amount, because only \$30-\$35 million is needed to complete the funding for this project, it will require voter approval. He reported that if the board decides to move forward with this, the next election is in October and a decision would need to be made in May or June if the board is interested in moving forward with this. Also, Mr. Lee reported that there are remaining QZAB funds from 2008, which was used for wiring in the schools, that can also be used. He announced that he has not given consideration to bring a recommendation to the board, but there have been some issues whereby the company that Caddo has had to go to in the past to get the 10% in matching funds has basically been instructional software and our instructional technology staff do not believe it will be that good for what we are doing and they have not had a great deal of success in getting assistance from the company. He further reported that while Caddo does have an application out for 2009, and since it has not been awarded to date, it is highly possible he will be asking the board not to move forward with this and he will use additional funds from other sources that can be used to complete the plan.

Mr. Lee also shared with the board a breakdown of the \$51 million expenditure with the three funding sources presented, with approximately \$800,000 remaining from the QZAB, and the proposal to move forward with making all the schools wireless, and the issue of General Obligation bonds for \$30-\$35 million for the purchase of the computers, complete the wiring, install security cameras in all the schools and to hire a consultant to make certain we are doing everything that is best for the district and in the best interest of the students.

In addressing how this money will be paid back, Mr. Lee explained that QZAB is paid for out of capital projects budget so there is no impact on the General Fund budget. The General Obligation bonds will be repaid through the debt service fund and again no impact on the General Fund budget. Lastly, the Qualified School Construction Bonds will be repaid from General Fund budget, and he recommends setting aside \$15 million from the General Fund and use it to draw on to make the annual payments due on the bonds and he believes the interest earned over the 14-year period will make up the difference in the \$15 million being set aside and the \$17 million being borrowed. Mr. Lee explained if the board makes a decision to move forward that after the initial funding, there is not more impact on the General Fund and staff will not need to come to the board to pay off the bonds. Finally, Mr. Lee added that this is a big project and the most important part will be the Data Center upgrade at Central Office, because if it is not up to speed, nothing else will work. The second phase could possibly be acquiring and installing the software the board has asked staff to look at and staff currently has the RFP out and is awaiting responses in order to move forward with the second phase. The final phase will be the wiring, computers, the school projects, and one reason for delaying is to wait for the facilities study that will be done over the summer and determine actual facility needs in order to not wire facilities that may not be used in the future.

Mr. Lee explained that the board is being asked to consider a resolution as drawn up by the bond counsel that would allow the superintendent and staff to move forward with issuing the Qualified School Construction Bonds, and to approve the transfer of the \$15 million into a reserve fund, and to approve moving forward with the issuing of General Obligation bonds.

Dr. Dawkins expressed appreciation to Mr. Lee for sharing this information with the board and stated that this is a continuation of discussions held regarding the upgrading of technology for every school and for every child. The superintendent stressed the importance of understanding that staff will be looking at all facilities so we can assure the public that we will be looking at all our resources and if there is a need to do something different, this will be known prior to beginning all the rewiring or wiring facilities never wired before. Dr. Dawkins said he believes this is one of the most critical decisions the board will make and it is one that he believes staff members deserve with providing children more access to information than they have ever had before. Dr. Dawkins also explained that the facilities study will allow taking care of the Central Data Center, which is the backbone of the system.

Mr. Rachal asked Grant Schlueter, bond counsel, about placing the \$15 million in a reserve fund and the effect this will have on the bond ratings as the board moves forward. Mr. Schlueter responded that it will not affect the bond ratings at all, as Caddo is already in the top tier in the AA rating, and it will be the fiscal discipline that makes sure on the Qualified School Construction Bonds to set aside available money to repay these. He reported that with these bonds, the district could possibly save approximately \$8 million in interest costs, and what really helps the bond rating is for the undesignated fund balance to maintain a healthy minimum figure and maintain the policy for that fund balance, which has helped Caddo stay at the top of the ratings. Mr. Rachal asked if it is possible Caddo could possibly raise its bond rating? Mr. Schlueter explained that is possible and he has been working with Mr. Lee and staff to see if this is possible. Mr. Rachal also stated that we are expecting during this school calendar year approximately \$10 million more than what was placed in the budget for sales tax and that of the \$10 million, \$5 million has been obligated to the Caddo Plan, with a balance of \$5 million and approximately \$8 million is expected in Ad Valorem (property). Mr. Rachal stated that he believes this is a wonderful accomplishment and he appreciates it.

Mrs. Armstrong asked if in setting aside the \$1 million for a consultant, will this consultant be hired before work begins on implementing any recommendations? Dr. Dawkins responded that this person will be involved in the planning, time schedules and installation. Mrs. Armstrong inquired about the process for selecting a consultant? The superintendent stated that staff will follow the process similar to the bid process, it will be a formalized process.

Mr. Ramsey asked about the \$30-\$35 million that would be presented to the electorate and if he understands correctly when he hears the kickbacks on some of the ways we are spending some of the funds now and he believes that about one-half of the \$51 million package is laptop computers and that we should look at what we will be able to support staff wise, training wise, etc. He said he questions if we will be able to support \$24 million worth of computers in the first three years and asked if when working with the consultant that staff look closely at the numbers and queue them down before asking for money. Mr. Ramsey stated that computers become outdated quickly and he believes there is a way to make sure we have desktops in the classrooms as opposed to the laptops students can take home. He said these are tax dollars we are using and they do come from somewhere and we need to make certain we spend them wisely, and he will be searching deeply before he goes out to the public for any type of approval for this sum of money.

Mrs. Bell stated that we are working to get all our schools equal in the area of technology and there is a school that presently allows students to check out laptop computers. She said there are 64 schools we need to work with and make certain each of them is equal and current in the area of technology. She reminded board members we are not asking for the \$51 million, but only the \$33 million and the community is worrying about taxes; however, the taxes are not going to be increased if we vote in favor of this proposal. Mrs. Bell said it is important for us to be fair and to be fair means all the schools. She said it will not work unless the board supports it and encouraged the board members to support the proposal presented.

Ms. Phelps asked the superintendent when will the facilities study begin in conjunction with this? Dr. Dawkins explained that the facilities study, while a separate issue, certainly drives this issue as well, and staff is waiting on the responses from the RFP with an anticipated start date of late June or July, so hopefully the majority of the interior work can be done before the students return to school in August, and to be complete with the study by mid-Fall. Ms. Phelps asked if we must approve the facilities study, and if any of the technology will be implemented before the

study is complete? Dr. Dawkins verified that none of the technology will be implemented, except the Data Center, until we have complete data on the conditions of our facilities and utilization of them.

Ms. Priest asked Jim Lee about what is currently in place at Central Office as it relates to tracking with attendance or is it antiquated? The superintendent confirmed that the current system is super antiquated in all systems. Jim Lee stated that the payroll system, Human Resources and student systems in place now are all software packages developed in-house many, many years ago that have been patched together as there have been changes in requirements because of the state or because of the law, and they are in a language where we cannot find programmers. Ms. Priest asked Mr. Lee how he compares Caddo's technology with other districts of similar size. Mr. Lee said that is difficult, however he has talked to a parish in the Southeast part of the state (Calcasieu). Dr. Dawkins shared with the board information shared with him recently on Calcasieu.

Mr. Rachal asked the superintendent if we had a full set of books for each student, what would it cost CPSB? Dr. Dawkins explained that the district spends a lot on textbooks and it varies. Mr. Lee reported that we just completed an upgrade on English textbooks and it cost \$3,000,000. Dr. Dawkins explained that many of the software publishers are now putting works on line, and they are in hopes of finding some efficiencies in this as well. In looking at the \$24 million, he believes we can do some of this. Mr. Rachal said he has been very outspoken about getting rid of books and it seems as though we spend more money on books and by the time they are current and hit the desk, they are already out of date. Mr. Rachal also noted the difficulty staff currently has in keeping up with maintenance on the computers we have and asked about the budget for maintenance and management of these systems.

Dr. Dawkins explained that everything goes back to Mr. Ramsey's question and what is in the \$24 million and staff will be breaking this out for board members, i.e. maintenance agreements, upgrades, security systems, training, which is all a part of this plan. He agreed that if we have all these computers, it won't matter if we can't install them.

Mr. Riall asked about the laptop computers for every student and is there a district comparable in size to Caddo with a track record of placing this number of laptops in students' hands and how well the laptops held up, how many were lost, how many were stolen, how long do they last, how many are thrown, etc.? Dr. Dawkins explained that the selection of computers for the elementary students has not been finalized, but there are companies and designers of computers that have designed them in an almost unbreakable material. He also stated that there are GPS systems that can track computers when turned on and can locate them. He added there are several districts who have used laptops for years and at a higher level such as staff is proposing for Caddo, and he will get that information to board members.

**National Board Certified Employees.** Jim Lee explained that relative to state supplements for National Board Certified employees, teachers were not affected, but by law we must fund the shortfall from the Legislature in their supplement to National Board Certified Counselors, which will cost approximately \$20,000 for the current year. Mr. Lee added that for the Social Workers, Psychologists, and Speech Pathologists, there is not law requiring us to fund the shortfall and if we do make up the shortfall from the State for one year, it is likely we will be required to do so every year, therefore, staff does not recommend doing so since it would be, at the present time, an additional cost to the district of approximately \$500,000, with the numbers increasing all the time. Mr. Lee added that staff does recommend to the board that the District continue to fund the \$1,000 local supplement to all five national board certified groups of employees.

## **ADDITIONS**

Superintendent Dawkins stated that he would like to add (1) Recommendation on the Qualified School Construction Bonds (QSCB), (2) General Obligation Bonds to Support Technology, and (3) Recommendation for National Board Certified Employees.

## **VISITORS**

Sally Cox, retired Caddo Educator and president of the Caddo Retired Teachers Association, shared information with the board on the current legislation (HB230 and HB357) that address the

current retirement system. She said these two bills threaten the future of the retirement system as well as the present system by taking control from employees, both active and retired, replacing them with a new board that gives control to business persons. She announced that the new board would have 17 members with only two representatives from active and retired employees, with the other systems also getting two representatives. Mrs. Cox said the largest retirement system, the Teachers Retirement System, has approximately 160,000 active and retired teachers and will only have two representatives. She asked the board to compare this with the number of retired and active state police. She further explained that six members of the new board will be appointed, three representatives of the for-profit corporations who have experience in private pension funds, design or management, and three representatives of Louisiana not-for-profit corporations who have experience in fund management and investments and they will be nominated by the Louisiana Association of Business and Industry (LABI). Mrs. Cox noted that no experience is required in public pension fund design management for this board and the three remaining representatives will be as on the current board and they are the chairman of the senate of retirement committee, the chairman of the house retirement committee, and office of the treasurer. She said this bill is a takeover under the guise of consolidation and is an attempt to control our retirement money and teachers and employees will no longer be the gatekeepers. Mrs. Cox explained that this bill will hurt teachers and employees, the Louisiana Teacher Retirement System has been effective and efficient in serving active and retired employees and some of the concerns are as follows: (1) why does the Legislature insert other interest groups into managing our system when the elected representatives of employees have a good record, (2) the control of the new board will rest with six appointed members, two chairman and a treasurer, and they will have nine votes and employees will have eight votes, (3) this bill merges systems with different retirements formulas, different levels of assets and certainly unequal membership, (4) if this Legislation passes, it will open the door for a Constitutional Convention where the protection of our retirement system can be removed from the Constitution, (5) it will hurt public education because in the past, teacher retirement has been attractive because of the benefits, and she predicts in the future would move to 401k accounts as are in the business community, (6) giving control to special interest groups who do not have our best future in mind will jeopardize our benefits and our ability to attract employees. Regarding HB 357, Mrs. Cox explained that this legislation is authored by the Speaker of the House and that when she was on the retirement board, Mr. Arnold passed a law requiring the state systems to direct 10% of the systems trades through Louisiana Incorporated and the first year, this law cost the Teacher Retirement Center \$900,000. She said doing business with Louisiana firms in this instance may sound good, but when it costs teachers, it is bad business. She said HB 357 will increase the percentage from 10% to 50%. She asked the board for permission and guidance in sharing this information with Caddo employees for support in opposition to this legislation.

## **CONFIRM THE AGENDA AND CONSENT AGENDA**

Mrs. Crawford recommended Items 7, 8, 9.02-9.05, 9.07-9.10, 9.12-9.15, and 9.18 as the consent agenda. *Ms. Priest moved, seconded by Mrs. Crawley, to approve the proposed agenda and consent agenda for the May, 2009 CPSB meeting as presented. Vote on the motion carried unanimously.*

## **ADDITIONS**

Ms. Phelps asked that an item be added to the agenda on the **District Calendar**. Ms. Phelps explained that she had asked about a district calendar in August 2007 that would allow individual schools in the district to work around other schools' calendars. She noted that in April 2008 an email was sent to all principals encouraging them to send in the information which she understands did not work. She explained that this came about as a result of discussions of schools in the same neighborhoods planning back to school nights on the same date and the conflict this was for parents who had children in more than one school and could not attend both back to school events. Ms. Phelps cited having schedules such as the upcoming graduations on line and the benefit it would be for people to access a date on the online calendar and see what events are taking place. She said she doesn't understand why this information never got back to her, so if she needs to bring a motion, she is prepared to do so, because she would like to see this implemented. Dr. Dawkins agreed there is a need to have a calendar on the district's web page, and this is currently being redesigned. He said there are deficiencies in the system where parents cannot link into all the schools, so something will be upgraded on the website to make this information available. He further explained that it will not be as complete and interactive like a

parent portal, but we will improve on what we have. Ms. Phelps asked if something can happen as quickly as possible.

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

**June 2, 2009**

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 6:10 p.m. (immediately following the CPSB Special Session), on Tuesday, June 2, 2009 with President Bonita Crawford presiding and Lillian Priest and Charlotte Crawley present being a quorum. Other school board members present were Steve Riall, Willie Burton, Lola B. May, Tammy Phelps, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Dr. Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. The prayer and Pledge of Allegiance were omitted.

### **ESTABLISH THE AGENDA AND CONSENT AGENDA FOR JUNE 16, 2009**

Superintendent Dawkins highlighted the agenda items being presented for the June 16, 2009 meeting and the following discussion ensued.

**Recognitions.** Dr. Dawkins announced there will be a reception on June 16<sup>th</sup> for retirees and asked Mrs. Anderson to share information with the board. Burnadine Moss Anderson, executive assistant to the superintendent/communications, invited Board members to attend a reception in Room 1 at 3:00 p.m. on June 16<sup>th</sup> to help salute retiring Caddo employees. She said photographs will be made at that time and retirees will be mentioned during the Board meeting.

**Update on Bethune and Other AU Schools.** Ms. Phelps asked if the Oak Terrace gymnasium is air conditioned? Steve White responded that Oak Terrace is undergoing the HVAC renovation this summer and it includes the gymnasium. Ms. Phelps asked if this is the last of the HVAC projects? Mr. White said there is one remaining after this year that will complete the 2004 bond issue. Ms. Phelps asked if there are any other AU schools on the list this year? Mr. White responded that Ridgewood and Booker T. Washington are on the list and he will provide an up-to-date list of these projects. Ms. Phelps also asked about the Oak Terrace gymnasium only having bleachers on one side? Mr. Smith responded that sounds correct and it would need to be a capital expense. Ms. Phelps asked since Linwood is preparing this summer to be taken over and they are moving to Oak Terrace, if the principal and staff will be compensated in their new salaries for their extra work this summer to make the transition? The superintendent responded that employees are paid based on their contract and if they work extra, they will get paid extra. Mrs. Crawford said that is not what we are on and Ms. Phelps asked if this is not an update on Bethune and Other AU Schools? Mrs. Crawford explained it is not because that is talking about the financial payment of it and it would possibly be more appropriate to discuss this at the budget work session. Ms. Phelps disagreed because she believes her questions are specific to 5.01 Update on Bethune and Other AU Schools. Mr. Abrams reminded Ms. Phelps that 5.01 Update on Bethune and Other AU School was placed on the agenda as a result of Paul Pastorek wanting us to have an item on the agenda every month where we are discussing how we are doing with the MOU and improving Bethune, and not about construction or any other updates. Ms. Phelps indicated she did not know it was just for education since we are in a time of making a very big transition, so she thought it would be appropriate under this item to ask any questions about what is happening with any of the transitioning schools. Ms. Phelps asked the board attorney under which category can she ask these questions, and Mr. Abrams explained it would have to be an item on the agenda. Ms. Phelps said it is an AU school and is it necessary to have another topic on the agenda for AU schools for general questions? She stated she thought this was a board run meeting and she doesn't believe there is a violation of *Roberts Rules of Order*, and if there is, asked what is the point of talking about a simple question so when asked, she would be able to respond as to what is going on in the AU schools and the transitions. Mr. Abrams again explained that the agenda item is intended to be one that if the Board needs a motion regarding something relative to the AU schools, then it would allow for it. Ms. Phelps asked if this was not a work session? He explained the work session is to discuss what will be on the agenda for the next meeting and not a catch-all to discuss anything. Ms. Phelps asked Mr. Abrams where on the agenda can there be a catch-all item for AU schools in transition between now and the beginning of school, and Mr. Abrams responded that such an item could be placed anywhere she wanted.

**Personnel Recommendations.** Superintendent Dawkins reported that final assignments of all administrators (school based and Central Office) as well as an organizational chart will be sent to Board members on Monday, June 8<sup>th</sup>.

**Bids.** Mrs. Bell asked about the schools that are changing and the timeline for getting the furniture, books, etc. moved. The superintendent stated that staff will provide a schedule and timeline for this process that will include the costs involved.

**Budget.** Dr. Dawkins announced that President Crawford has requested a work session on the budget on June 8<sup>th</sup> or 9<sup>th</sup> in order to focus time on the 2009-10 budget. Ms. Phelps asked the Board President if there will be several sessions to discuss the budget as in the past before the Board votes on it? Mrs. Crawford announced if there is a consensus, she will schedule the meeting to discuss the budget on Tuesday, June 9<sup>th</sup>. Ms. Phelps inquired about the normal schedule for the budget and have we changed from years past? Mr. Lee stated a schedule was sent out in November; however, Dr. Dawkins has attempted to get information to Board members through small workshops and the plan was to do this later this week; however, that has changed and there will be one work session. Mrs. Bell suggested that the meeting be scheduled for Tuesday beginning at 4:30 and that it goes until the Board is finished. She added if Board members need additional time beyond that, then individual conversations can be requested. Mr. Burton reminded and encouraged Board members to call staff with questions and concerns before the work session on the 9<sup>th</sup>. Mrs. Crawford announced the budget work session will be Tuesday, June 9<sup>th</sup> at 4:30.

**Appointment of Official Journal.** Mr. Riall asked Mr. Lee to explain the criteria used in choosing the Official Journal? Mr. Lee responded it is mainly the lowest bid, but the bid requests all parish newspapers to provide their cost, however staff also looks at the overall circulation, and how often they are published (daily v. weekly).

**District-wide Technology and Security Plan.** The superintendent stated this is a plan that has been discussed, and following feedback and comments from the Board members, staff will continue to look at and answer questions and concerns. He added he believes it is important to get technology for our students superior to what we have now and anything less only puts us further behind. Mr. Ramsey referenced the answers to his questions that were attached to this item and the possibility of using a lot of the money already in reserve with E-rate discounts, including the \$11 million for the AU schools and the response has been we can't utilize this funding until the Spring of 2010 and some in July 2010 at which time we will be able to tag into the discounts. Mr. Ramsey said a lot of his questions centered around the need for this bond of an additional \$35 million now or is there funding available to fund the technology needs. He added a lot of the things we will be doing will fall in the timeframe of when we will be able to take advantage of the E-rate discounts. He noted staff's response as to how E-rate applications will be developed and filed during the application window between December 2009 and February 2010 for the 2010-11 school year. He said he believes the \$22 million, as it relates to past bond issues, typically allows us to bond x number of dollars and access the bonds over a five-year period. He said we will be doing this any way and we have already set aside \$22 million and his question continues to be how can we split the \$22 million and access the E-rate dollars and offset the need for an additional \$35 million. Mr. Ramsey also asked about the recurring cost to support the technology component and the cost for increased bandwidth, computer repair technicians, but he doesn't see the cost of insurance to replace lost laptops included. Mr. Ramsey stated he sees the need for technology in our schools and he understands we have leveraged a good reserve budget to address these needs and possibly a great portion of them is more than we can do over the next two years; and at that time maybe we could get a better view of what we actually need. Mr. Ramsey stated these are the details he is looking for.

Dr. Dawkins expressed appreciation to Mr. Ramsey and stated staff will continue to work on this, knowing that bond issues are a 3-5 year type of program implementation and staff will certainly plan the dollars. Mr. Ramsey also said when he sees a resolution for \$35 million followed by an agenda item to secure this from the voters, it means \$35 million, and he would feel better seeing a detailed plan of what we are looking at over the next two years before he can move forward.

Mrs. Crawley submitted a letter from a constituent with questions relative to the technology proposal, including the concern of laptops for each child and asked if these would go home with the children? Superintendent Dawkins noted that discussions over the past few months have included a model that could go home with the students, however, following a lot of feedback from board members about the option to have more laptops in the classroom and a possible laptop checkout procedure, staff is looking at options. He added he is interested in all of them

and doing better for our students whether it is desktops or laptops and staff will bring some scenarios for the board's consideration. Mrs. Crawley also shared feedback she received regarding the possibility for parents to buy from the school system at the school's cost. She also asked about the possibility of companies donating funds to be able to provide these take home laptops for students as well as the concern of taking school property home and being held liable if their child breaks it and having to pay the school system back for it. Mrs. Crawley asked that all these concerns be addressed before consideration is given to take it to the voters. She also noted that when attending the LSBA meeting, there were a lot of technology people saying they were not getting to present their technology to our District and one even said they sent an email to the Superintendent and they were told to contact someone else and that someone else told them they were not talking to anyone else. She wants the board to know how this technology will be presented as we have already purchased 25 at one school and she wonders who chose this computer over another one and who decides this. Dr. Dawkins explained that there will be some consistency based on some standards that are best for the Caddo District because we do not need 25 different brands, and we will talk to everyone and not leave anyone out, but we do want something that is consistent throughout the system.

Mr. Rachal stated that he has talked with the superintendent and others to address his concerns and at this time, he cannot support going to the public and asking them for something when we do not know exactly what we will be doing. He stated he understands there is a plan coming forth, but at this point, he cannot ask voters to support a 20-year debt when he doesn't know of any computer that lasts 20 years, and what is the annual cost for ongoing maintenance expense. Dr. Dawkins responded that this information is included in the responses to some of the questions, and staff will be expanding on this information as there will be a cost to increase the bandwidth, cost for staffing to replace, etc. Mr. Rachal said he understands the need for technology, but he just can't go to his public at this time and recommend that the voters support it without first seeing the Facilities Study results and more detail information. Mr. Rachal also reported that he has talked to Mr. Lee about the terminology used in the bond resolution and the fact it is worded in a way that it can be used for things other than technology and asked Mr. Lee to explain to the Board. Mr. Lee explained that the terminology in any bond issue is very broad and since the primary use for this proposed bond issue is for the technology and security upgrade plan, that is how the money would have to be spent. Mr. Rachal asked about the use of any money left over? Mr. Schlueter explained that if the board determined to call the election, there will be two resolution – one to approve the plan and the proceeds of the bond issue must be used for that purpose to the extent the District is able to; however, there is language to permit the Board, if there are any funds left after every project listed in the plan is completed, on a priority basis to determine what capital purpose the funds could be used for. He said the Board does not have any discretion about using this money for other purposes until the very last project listed in the plan is done. Referencing the comment relative to 20-year term bonds, Mr. Schlueter explained that since many of the items listed will be funded under the plan have shorter useful lives, this will not be the typical 20-year bond issue, but it will be shorter and the useful life will need to be looked at and the bond issues will be tailored accordingly, which will probably mean 10-year bond issues or shorter depending on the breakdown of the projects. Mr. Schlueter explained that this is scheduled out for every bond issue by meeting with Mr. Lee and the superintendent to determine the useful life of every project and make certain short term assets are being financed with long-term debt. Mr. Rachal said this is another example that he does not have all the details in order to vote to put it on a ballot and he does not want to sink money in schools that will be taken over by the State. He asked that we wait on the district study so better decisions can be made on consolidations or any other decisions that may need to be made and can address this huge expenditure with this in mind.

Ms. Priest asked about the report on the E-rate discounts and the application process between December and February and if staff can provide the Board with some specific details on these discounts of between 85 and 90 percent and how the percentages equate to the actual dollars? Dr. Dawkins responded staff will provide what has been provided in the past and how it was applied to services and products as well as what is being projected.

Mrs. Bell stated she doesn't understand the problem, because this is a technology upgrade for all the schools so they will all be equal. She requested a work session on the technology so all the questions can be answered, because she does not want to stand in the way of providing all Caddo schools with the much needed technology, and noted that with the way the economy currently is, this may be the only opportunity we have to go to the voters for a bond issue without raising



taxes. Mrs. Bell said when she first came on the board, she always heard that the Board hired the superintendent and we need to trust the superintendent to bring to the Board what is best for the students, and she believes it is the Board's responsibility for educating the public. She added she does not believe there will be many people to say they don't want technology in their child's classroom or that they don't want the teachers to have the technology they need to teach the students. Mrs. Bell stated she asked the superintendent if there was an option to eliminate the take home computers and the superintendent answered her question and she believes a work session needs to be scheduled to answer all the questions prior to the board voting on it. She encouraged the board to come together on this and move forward in making all the schools the same with the technology.

Mrs. Crawford also announced that some schools have computers that other schools don't because the PTA has raised the funds to purchase them.

Mrs. Bell said she believes if we support this proposal, everyone can have a computer and they can be paid for without asking the PTA to help do so.

Mr. Riall asked if we get this on the ballot and it passes, what will happen if the original plan proposed is not working, what can be done to use the same money differently? Mr. Schlueter said it all depends on what the plan is and whether the Board adopts a resolution contemporaneously with the election committing itself to a specific plan; and if it does, then absent further voter rededication, the bonds or proceeds cannot be used for anything other than what is set forth in the plan. Mr. Schlueter said if the Board adopts a plan, which the board isn't required to, in order to let the public know exactly what you will spend the money for, then the Board would need to make certain the plan has the flexibility so it can act accordingly so the board can address what it needs to in the plan.

Mr. Ramsey added that in dealing with technology, it is important to be careful how the spending is allocated, as often the technology can be out of date by the completion of the project. Also, he stated that he believes if we are careful in how we spend the dollars we have, and in the efforts to have what is best for all our students, he is offended to hear that anyone thinks he is attempting to withhold technology from any student in Caddo Parish. He said the reality is a \$50 million budget has been asked for without a lot of details; we have allocated \$22 million, and of the \$50 million budget, \$24 million is associated with computers which is the item that will be outdated within 2-3 years if we are not careful. Mr. Ramsey added that he is only saying that wise and cautious use of technology and technology dollars is the prudent way to go and he will continue to say that, and he doesn't believe that means to purchase \$24 million of computers at one time and is not necessarily what the plan is saying. However, he doesn't believe this is something you do this in a three or five year plan because of becoming outdated. Mr. Ramsey noted his comment in his questions that laptops are good, but they need to be utilized wisely; and the good thing about desktops is they will show up for school everyday. He said as software and programs are updated, the desktops are much more user friendly when needing repair and updating. Mr. Ramsey said his focus is to get the best deal we can with our technology dollars, and he believes the \$22 million that is set aside can easily grow to more than \$50 million as we take advantage of the E-rates available, thus he questions the need for a bond election at this time. He said he also questions whether or not there is sufficient staff and personnel in place for expending the \$22 million over the next two years. He noted the importance of first getting the wiring in place, in addition to training our teachers so they are at a comfort level of working with the students on the computers. He said maybe it's possible to have a number of laptops available for students to checkout, and he believes there are a number of ways to address the computer needs of Caddo's students without saying we will give every student a laptop to take home. He encouraged the board to be wise in how we spend the technology dollars, engage the community, and monitor how we move forward.

Superintendent Dawkins expressed appreciation for board members' thoughts, concerns and questions, and staff will continue to get the answers board members need because it is important to him that the board is clear about the goal. He stated this has been done successfully in other places; however, he personally is not interested in moving forward until all the questions and concerns are addressed or coming forward with a recommendation until that time. He did stress the need for being aggressive so as not to get further behind, because there are students in school districts close to Caddo who have all the things being asked for Caddo's students, and thanked the Board for their support in wanting what is best for all of Caddo's students.

Ms. Phelps stated she believes a separate meeting to discuss this is a good idea, and to possibly even discuss it in the different phases, i.e. wiring of the buildings down to the laptops. She also asked for information on what schools have and do not have, so board members can better explain it to the communities. Ms. Phelps asked why is there a need for a resolution to accept the district-wide security and technology plan? Dr. Dawkins explained the resolution to accept the plan is needed to show there is legal support for a bond election. Ms. Phelps stated her disagreement and she doesn't want to move too quickly without a timeline of what we are attempting to do, and expressed her concern as to the possibility of the State coming in and taking additional schools. Ms. Phelps stated she doesn't have a problem with wiring the buildings if that is the big picture. Dr. Dawkins explained that this is the beginning picture, and there are buildings with only 30% wiring, classrooms without an Internet connection, and rooms with only one electrical plug. Ms. Phelps asked if she could have this information in writing, and asked if this technology plan is implemented next year and something happens, will the laptops become State property? Dr. Dawkins explained that according to the laws in Louisiana, everything in the school is their property. Ms. Phelps stated she knows the main focus and goal is to raise our scores and get our students where they need to be and she looks forward to the meeting in this regard. Ms. Phelps also asked that the report to the board include how we will enhance our Technology Department in order to handle this entire process. Dr. Dawkins responded that the plan includes a consultant as part of the process and we will also look at the staff and the staff's ability to service and implement this plan.

Mrs. Crawley shared with the board her concern that Juvenile Justice recently went out for an election that failed, and she questions what good will it do for the board to support this if the public says no? Mrs. Crawley shared her excitement over what the Superintendent has done and continues to do, and noted how weak the public opinion is at this time. While those who live in her district are typically very generous, Mrs. Crawley expressed her concern that this election would not pass as it is with the State take over, teacher pay being down, and the lack of quality teachers. Mrs. Crawley also asked about the possibility of wireless not working in the metal buildings?

Ms. Priest stated her desire for this project to be very successful; and while she wants equal technology in all schools, and asked about the feasibility of board members visiting a surrounding school district that may have a similar curriculum and technology? Ms. Priest also asked about the possibility of an after school program with computers, possibly through the expansion of centers across the district, so students can have access to technology after school without taking home laptops.

Dr. Dawkins stated that all these things are possible, and after the board meets, he will only need direction from the board. He also said he would like to spend more time with the board and provide them with additional information.

Mr. Riall asked about the Qualified School Construction Bonds and if there are some time constraints for this money and its availability to us? Mr. Lee explained that we received a direct allotment this year of \$17 million and while it is not definite, a similar amount should be coming next year; and it can be used next year or we can defer it one year and then if it is not used, it will go away. Mr. Riall stated that whatever we do, we do not need to risk losing these funds. Mr. Lee also explained that this money cannot be used to buy computers.

Mr. Rachal stated he is glad to hear the board will spend some additional time on this and he appreciates the fact that Dr. Dawkins sees a need and he is trying to do something about it. However, at this point, he doesn't believe he has enough information to take it to the public.

Mrs. Crawford announced that a technology work session will be held on Monday, June 8, 2009 at 5:00 p.m.

**Adult Education in Southwest Shreveport.** Mrs. Bell requested staff to research the possibility of an adult education class in Greenwood. Mrs. May asked for a list of all the adult ed sites.

**Off Campus PE Policy.** Ms. Phelps noted Mrs. Armstrong's previous discussion regarding this matter and asked if what is being proposed is a revision to a CPSB policy? Mr. Abrams explained that what is being proposed is a brand new policy based on the practice that began in

1995. He said the policy was drafted based upon the recommendation from the superintendent last year and his review of the procedures in place at several schools, so this will actually put into policy what has been practiced across the district since 1995 and make it uniform across the district. Ms. Phelps asked if there are any specified areas that off-campus education comes under, i.e. fencing; because she would like to add to the policy before the board votes on it those athletic areas it pertains to now. While they may be available to all schools, she knows that some schools are not aware of the opportunity and some students can't take advantage of it even if they wanted to do so. Mr. Abrams explained that is the reason for proposing a policy so it will be for all schools, and so there is uniformity and if one doesn't have something at their school, they can ask about the available opportunity. Ms. Phelps again stated her concern is some students not being able to take the opportunity, because some schools have not offered them the opportunity, similar to Dual Enrollment and there is a policy on that too, and it is still not district-wide as it should be. Ms. Phelps asked that the athletic areas it pertains to be included also. Mr. Abrams stated there were areas included, i.e. fencing, bowling, dance, and noted in the policy the statement of where the child has developed skills beyond the district's instructional level. Ms. Phelps said she understands, but she just wants the list. Ms. Phelps stated she assumes where the schools are offering this now, the instructor is sending the grades to the school. Mr. Abrams explained in the past it has been a pass fail; however, now it will be where the athletic coordinator will be the service teacher of record at each school and there will be a general grade. Ms. Phelps asked for an explanation as to how the athletic coordinator will handle this? Mr. Abrams said guidelines will be developed along with a visitation plan to make certain they are compliant. Mr. Abrams also added that beyond attending the off-campus P.E. class, it also includes goals which are set forth in the application and are developed by staff. Ms. Phelps said she believes this needs to be a part of this approval and noted the concern of student going off campus, how is this monitored, etc. Mr. Abrams explained that this is the same as any other class that we have where students go to other schools for a class and they must keep documentation that they attend. Ms. Phelps said this is different because there is a teacher involved. She said if we are going to make this a policy, she believes we need to have all the guidelines in place. Mr. Abrams further explained there is a practice utilized throughout the district in different ways and from 1995 forward, the district has been doing something that is not consistent, and this policy is merely a way to try and improve it. Ms. Phelps said her question in talking with the board members is if the board is going to do this, it needs to be done right, and that the policy includes some "teeth" in it for accountability.

Mrs. Armstrong stated that one and half years ago a concern was raised about this and staff met to develop a policy, and after she read it, she didn't feel as though it had enough accountability in it. She said what is being proposed is very much improved and noted the inclusion of the provision that a course will not be approved unless the instructor provides a certificate of insurance naming the Caddo Parish School Board as an additional insured. Mrs. Armstrong stated her belief that this provision might eliminate many would-be instructors and she shared the problem she has always had with the off-campus PE, thinking that many of them are only extra curricular opportunity and that by the time anyone leaves the campus 6<sup>th</sup> period and arrives at their instructors, it is almost time to get out of school for the day. She stated other issues include accountability, liability on the part of the school system, lack of certified teachers teaching the off-campus courses, and lack of personnel to monitor and enforce the student participation. Mrs. Armstrong stated her opposition to off-campus PE.

Mrs. Crawford noted that she believes there are some sixth period PE courses that do work and are accountable, because there are some teachers, principals and athletic directors that make certain the students are accounted for.

Mr. Ramsey shared with the board members that he asked Mr. Abrams to come up with this, and his major concern is when you get to naming the valedictorian and there are five or six students who may have made straight As and the ones recognized are those that took an off-campus PE and received a pass grade and it was figured in their GPA. Mr. Ramsey asked Roy Thomas, director of high schools, the names of the high schools that are involved in the off-campus PE? Mr. Thomas responded that the most student participation is at Captain Shreve, Magnet High and Byrd. In response to Mr. Ramsey's question if Southwood has participated, Mr. Thomas responded he would have to check and provide that information. Mr. Ramsey asked about the stipulation that the athletic coordinator must approve the course along with the principal and director of high schools, as well as the process that must be followed to take advantage of this opportunity? Mr. Thomas explained staff is aware there are areas where we cannot provide the

expertise needed to address the level of development of some students, i.e. golf, tennis; and if a request is received beyond the level we can supply, staff looks at (1) what level can we provide at the school level, and (2) the athletic supervisor investigates the program being proposed to provide needed instruction. Mr. Ramsey asked if in the 10 plus years of practicing this procedure if staff has observed any violations? Mr. Thomas responded that since he has been director, he has not had a serious problem with the off-campus PE. Mr. Ramsey stated he believes the proposed policy does what it is intended to and that is to tighten up a practice that has been in place by providing some rules and regulations. He said he is not interested in taking this away; however, he is interested in accountability, and he believes it levels the playing field and addresses some of the problems he had with the procedure. Mr. Ramsey added he is not interested in taking anything away from those who have been using it, because most are using it appropriately. Mr. Thomas agreed the field was not level, but he believes the proposed policy does that. Mr. Ramsey thanked the attorney for closing some of the loopholes and presenting the proposed policy. Mr. Thomas also asked that the policy state the athletic coordinator or designee must be a designated PE person with certification in order to issue a grade and count as a Carnegie credit.

Mrs. Bell asked Mr. Thomas if there is a curriculum for the off-campus PE classes? Mr. Thomas explained that each instructor must present an instructional plan for the student for review that includes the lesson plan, objectives and assessments. Mr. Thomas stated that the requirement for PE is 1.5 credits and a half credit for Health. Mrs. Bell said her concern is the liability if something happens to the student after they leave the campus? Mr. Abrams explained that there will be a signed permission slip from the parent which holds us harmless as well as the Certificate of Insurance from the instructor; however, he noted there will be an interim period in which there may be an automobile policy to cover something, but once they leave the campus, he doesn't believe we are responsible.

Ms. Phelps asked the superintendent if the athletic coordinator is the person at the school or Mr. Carter? Dr. Dawkins said it is the one at the school. Ms. Phelps asked if every time a new student comes up with a new activity, are these the steps for approval?, and asked if there can be a parish-approved place (Central Office)? Mr. Thomas explained that Carnegie Unit is always tied to teacher certification and a person must be certified in order to award a Carnegie credit for a unit of work, and the credit cannot be issued from Central Office. Ms. Phelps asked if we are talking about the individual (the teacher/the instructor)? Ms. Phelps asked if the off-site instructors must be certified teachers? Mr. Thomas replied no, but the person providing the grade, the teacher of record for that student on the campus, is the one that actually must give the grade. Ms. Phelps said that is not what she was asking, but if the fencing teacher is not certified, does that person give the student's grade to the PE teacher? Mr. Thomas said if the fencing teacher is not certified, then the student must be assigned to someone who is certified and that person becomes the teacher of record for grades. Ms. Phelps said she understands, but is the process that the non-certified teacher gives the grade to the certified teacher to give to the student. Mr. Thomas responded that is correct. Ms. Phelps said that is her question is who makes the request for the fencing course, for example, to be approved? Mr. Thomas explained that when a student makes the request and applies for the off-campus PE and the one they are proposing to take the lessons from must submit the lessons that will be taught to the student and staff will assess the rigor involved in the lesson and approve it based on what the person is saying they will provide in terms of instruction. Ms. Phelps asked if the sign-off process will be done physically through the paperwork through the three persons mentioned, and Mr. Thomas said that is correct. Ms. Phelps again asked why can't the one who will be providing the instruction be pre-approved by Central Office? Mr. Thomas stated that there are some individuals and organizations who have established themselves, so when staff receives a request from a student to tutor under one of these, staff knows the track record of that individual or organization. Ms. Phelps indicated that is what she is asking, because if she is an instructor in a particular area, why would she need to go through the athletic director and principal when approval could come through Central Office for any who might desire to seek additional training through them? Mr. Thomas explained that it must come through a school since it will be on the student's schedule and is part of that student's registration for a class and they will be awarded at the school level.

Mr. Abrams explained that in writing this policy, he wished to make certain that those at the school were aware of what was going on and that the principal had input. He said if there is a student who the principal believes might be trying to play a game with it, then the procedures are

in place to address it, other than students just getting it approved and there is no accountability. Ms. Phelps asked about what is in place now for those students who do not go to where they say they are going? Mr. Thomas explained that presently Allen Carter is the only one who will make sporadic checks to see if individuals and organizations are providing the instruction they say they would provide; however, he is one person and cannot do it everyday. Ms. Phelps said they may be providing, but it doesn't mean the student is showing up. Mr. Thomas said relying on the credibility of the persons to say students are not showing up has to be because we currently do not have the manpower or resources to do it. Mr. Thomas added that for the time the off-campus has been in place, except for the one issue with a grade, there have not been any major issues with this, and it has been very successful. He said the percentage of students receiving scholarships through this program is high, because they are performing at a high level and they are putting untold number of hours into it.

Mrs. Armstrong reiterated that the "teeth" put into this policy, and it needs to be advertised to the students, is (1) you don't get a pass-fail, but will get a General letter grade as those participating in PE on campus, and (2) the instructors must provide a certificate of insurance naming the Caddo Parish School Board as an additional insured. She also stated that it might be a good idea to include the verbiage about the on-site oversight by the CPSB staff in addition to the teacher of record being certified and an on-site visitation plan.

**Proposed Revision to CPSB Policy JECC Student Assignments.** Ms. Phelps asked if the board attorney made the revisions to this policy? Mr. Abrams confirmed he did, and he explained the policy now provides if a student has four out of school suspensions that, pending a hearing, the student can be expelled or returned to the neighborhood school at the beginning of the next school year or immediately upon return from the expulsion. He added it has been the practice in the magnet schools that if a student has been expelled, they always return to their neighborhood school; however it is not actually written in the policy. Mr. Abrams also added that the magnet schools program also states if a student has four suspensions, they return to their neighborhood school pending a hearing, and it is also a part of the contract that if a student violates that contract, they will not be able to renew their contract. He added it does not affect Special Education unless it is determined that whatever happened was not related to their disability. Mr. Abrams summarized that the changes will allow for those students who have privileges outside their neighborhood school to return to their neighborhood school. Ms. Phelps stated she knows the Attendance Department does a very good job in hearing appeals and sometimes suspensions should not have been warranted. She encouraged staff to continue with this good job including an attempt to place some of the M to M students back at their home schools. She said she only hopes there are serious violations that occur before we send these students back to their home school.

Mrs. Armstrong asked Mr. Abrams about the statement that students returned to their home school as a result of violations shall not be eligible for any of the transfer opportunities unless the student completes two full semesters at the neighborhood school and can we add that the "two full semesters at the neighborhood school" should be in good standing. Mr. Abrams stated that he deliberately did not include this because he believes this will be very difficult and that Attendance already looks at discipline records before approving any transfers. He also stated that his intent in the last paragraph is that enough time is being allowed to rehabilitate the student and their eligibility to reapply for a transfer. Mr. Abrams did state that he will propose additional verbiage "without a decline in disciplinary performance". Mrs. Armstrong stated she believes this will give positive incentive so students realize they can't continue to act out and be able to get back in.

Mr. Ramsey stated his intent in bringing this item is to provide alternatives for not only removing bad-acting students from that particular environment, but to get the students some help. Mr. Ramsey added he hopes the reference to an alternative program in paragraph one will mean the alternative program at Ingersoll, and he believes there are some possible additional revisions that could be made to this policy as it relates to Special Ed that will address some of the issues we continue to face.

**Executive Session.** Dr. Dawkins noted an item under the executive session that is a case approximately 10 years old and the board's attorney will bring the board up-to-date on this matter.

## **ADDITIONS**

Mrs. Crawford asked that an item be added “Add a Gateway Class to Broadmoor Middle Lab”.

Ms. Priest asked that an item be added to the agenda “Add a Gateway Program at Oak Park”, “Add a Gateway Program at Mooretown Elementary”, and “Add a Gateway Program at Sunset Acres Elementary”.

Mr. Rachal requested that the following items be added to the agenda: “Semester Exams to only be 10% of the Overall Grade” and “10-Point Grading Scale”.

Ms. Phelps requested that the following item be added to the agenda: “6<sup>th</sup> and 7<sup>th</sup> Grade Festival Projects for “the new Linwood” and Caddo Middle Career and Technology in District 6.” Ms. Phelps stated that she asked that the Renaissance and Colonial Period festival similar to Caddo Middle Magnet be implemented along with this study at these District 6 schools, and after two years of asking for this, it still has not been implemented. She also confirmed that she doesn’t mean to restrict schools to this one project, but she only uses this as an example of a culmination event that has proven successful. Dr. Dawkins stated that he only hopes that principals will continue to be creative with their staffs in offering these type events along with specific studies that are done in these grades district-wide, i.e. the Renaissance and Colonial Period study.

Mrs. Armstrong stated that she believes we are treading on thin ice by getting involved in adding Gateway and Discoveries Programs, because the State requires a minimum number of eligible students at a school before a Gateway Program can be placed at a school; and if only one or two students in a school qualify, you can’t have a Gateway Program. Mrs. Crawford noted that Broadmoor lost 35 students to Youree Drive because of the lack of a Gateway Program, and she hopes by adding the program at Broadmoor, it will offer an opportunity to draw the students back to Broadmoor. Dr. Dawkins asked if it is normal to have these type requests for programs to come through the board rather than from the school? Mr. Abrams stated that the programs can come through the board, but in actuality, it is staff that will evaluate and determine if a program can be placed at a school since there are strict guidelines.

## **REQUESTS**

Mr. Abrams explained that during the work session, board members do not read their requests in, but they are turned into the superintendent. During a school board meeting, there is an agenda item called “Requests” and at that point, the requests can be read into the minutes.

## **POLL AUDIENCE**

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, asked the board about the MOU process and the concern that the State lives up to their expectations and asked the board if they are living up to its part of the expectations. Mrs. Lansdale cited an example where this week a school was repopulated with teachers that might not meet the criteria established whereby a school has fully qualified, certified teachers. She asked the board to look closely at how principals are repopulating their schools so that the board is living up to its part of the MOU. Mrs. Lansdale also referenced the bond issue and the District technology and that the quality of the educator is the most important element in raising student achievement. She stated that in looking at bonds, she asked the board to not forget the teachers and employees and that Caddo is getting woefully behind other districts. She noted the incentives for teachers at the AU schools, but stated Caddo has a lot of other teachers at other schools. Mrs. Lansdale asked the board to look at addressing this issue.

## **SUPERINTENDENT’S REPORT**

Superintendent Dawkins announced that summer school will start on Wednesday, June 3<sup>rd</sup>, and parent meetings have been scheduled for Wednesday evening at 6:00 p.m., and 8:30 a.m. on Thursday morning to give parents an idea of what will be happening in summer school.

Dr. Dawkins also announced he will bring information to the board on the possibility of a house adjacent to Byrd High School being for sale.

Also, the superintendent shared a draft of the Facilities Study RFP for the board's information.

**CONFIRM THE AGENDA AND CONSENT AGENDA**

Mrs. Crawford recommended Items 7, 8, 9.05-9.09, and 9.11 as the consent agenda. *Ms. Priest moved, seconded by Mrs. Crawley, to approve the proposed agenda and consent agenda for the June 16, 2009 CPSB meeting as presented. Vote on the motion carried unanimously.*

**ANNOUNCEMENTS**

Ms. Priest shared with the board the following additional information on the defeat of HB851: the vote was 51 no and 46 yes votes; representatives in NW Louisiana who helped defeat this bill were Representatives Burrell, Norton, Burford, Durgy, and Williams, and Representatives Burns, Carmody, Morris, Waddell and Smith voted for the legislation.

**Adjourn.** *Mrs. Crawley moved, seconded by Ms. Priest, to adjourn. Vote on the motion to adjourn carried unanimously and the meeting adjourned at approximately 8:45 p.m.*

**June 16, 2009**

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 16, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Eursla Hardy, Willie Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Barry Rachal (arrived at approximately 4:45 p.m.), Larry Ramsey, Ginger Armstrong, and Dottie Bell. Also present were Superintendent Gerald Dawkins and Legal Counsel Reginald Abrams. Mr. Ramsey led the prayer and Pledge of Allegiance.

### **CONSIDERATION OF MINUTES OF THE MAY 5, 2009, MAY 13, 2009, AND JUNE 2, 2009 CPSB MEETINGS**

*Mrs. Crawley moved, seconded by Mrs. May, to approve the minutes of the May 5, 2009, May 13, 2009, and June 2, 2009 CPSB meetings as submitted. Vote on the motion carried unanimously.*

### **ESTABLISH AGENDA AND CONSENT AGENDA**

Superintendent Dawkins presented the proposed agenda for the board's consideration and action, pulling items 9.03 "Resolution for Accepting and Approving the District-wide Technology and Security Upgrade Plan" and 9.04 "Resolution Calling a Special Election in Caddo Parish to Issue General Obligation Bonds". Mrs. Crawford announced that staff will be investigating Items 9.12-9.15, and 9.18 and bringing them back in July. Mrs. Crawford proposed the following as consent agenda items: 7.02-7.04, 8.01a, b., c., d. (minus the Concessions for Lee Hedges), 8.02, and 9.05-9.09.

### **RECOGNITIONS AND PRESENTATIONS**

**New Board-Appointed Administrators.** Dr. Mary Nash-Robinson, assistant superintendent for human resources, introduced the following board-appointed administrators: Mrs. Antionette Turner, chief academic officer; Shannon Lanclos and Dr. Perry Daniel, assistant principals, Fair Park College Preparatory Academy; Cynthia Henderson, Dr. Stacy Russell, and Harold Berg, assistant principals, Woodlawn Leadership Academy; Thedra Green and Nathaniel Adams, assistant principals, Booker T. Washington New Technology High School; Jeff Roberts and James Outley, assistant principals, Green Oaks Performing Arts Academy; Gregory O'Guin and Melinda Kay, assistant principals, J. S. Clark MicroSociety Academy; Beverly Hudson, New Math/Science Magnet Middle School; Jerry Paige and Charlene Morrison, assistant principals, Newton Smith Performing Arts Middle School; Ruby Scroggins, assistant principal, Bethune Middle School; and Dr. Cindy Frazier, principal, Northside Elementary. Dr. Robinson also introduced family and friends present.

Burnadine Moss Anderson, executive assistant to the superintendent/communications, on behalf of the CPSB and staff, recognized the following students and employees for their accomplishments. The president and superintendent greeted and presented each honoree with a certificate/award. Administrators, families and friends present were also recognized.

**2008-2009 Retirees.** Mrs. Anderson announced that the 2008-2009 CPSB retirees were recognized at a reception earlier this afternoon with each retiree receiving a gift for their years of service to the CPSB. She announced that the 100 certified employees retiring represent 3025.5 years of service, and the 87 classified retirees represent 1,807 years of service, for a total of 4832.5 years of service to the children in Caddo Parish.

**Caddo Counselor of the Year.** Mrs. Anderson announced that the following employees were recognized earlier in the year as Caddo Schools' Counselors of the Year: Sydney Allen (Eden Gardens), elementary counselor of the year; Shonnye Leach (Youree Drive), middle school counselor of the year; and Robin Bagley (Northwood), high school counselor of the year. Sharon Burford is the coordinator of this program. School administrators and guests were also recognized.

**National Institute for Urban School Leaders Program.** Dr. Frederick Pinkney, assistant principal, Westwood Elementary, was recognized for being chosen to participate in "The



Principals' Center 2009 National Institute for Urban School Leaders (USL)" at Harvard University this summer.

**Recognized and Exemplary Academic Growth Awards/2008 School Performance Scores.**

The following schools were honored for earning the distinction of recognized growth or exemplary academic growth based on the 2008 School Performance Scores: Eden Gardens, Jan Hughes, principal, exemplary academic growth; Mooretown Professional Development, Melvin Ashley, principal, exemplary academic growth; University Elementary, Paula Nelson, principal, exemplary academic growth; Oak Park, Sabrina Brown, principal, recognized academic growth; Summer Grove Elementary, Pam Bloomer, principal, recognized academic growth; Barret, Dr. Joanne Hood, principal, recognized academic growth; Cherokee Park, Tyrone Burton, principal, exemplary academic growth; Creswell, Tracey Harris, principal, recognized academic growth; Fairfield, Kathleen Barberousse, principal, recognized academic growth; Ingersoll, Jerry Paige, principal, recognized academic growth; Newton Smith, Dr. Cindy Frazier, principal; recognized academic growth; Oil City, Mike Irvin, principal, recognized academic growth; and West Shreveport, Shirley Pierson, principal, recognized academic growth.

Ms. Priest recognized Mrs. Helen Godfrey-Smith, president and CEO of the Shreveport Federal Credit Union, and Susan Indoate, from Kenya. Ms. Priest announced that Ms. Indoate is in the United States as part of a training internship and she has had the opportunity to observe first-hand numerous programs in the state and partnerships that exist. Ms. Priest also announced that Shreveport Federal Credit Union is one of the Caddo Parish Public Schools partners working with Westwood and West Shreveport Elementary Schools.

**Public Hearing for 2009-2010 Consolidated Annual Budget.** President Crawford declared the public hearing open for the 2009-2010 consolidated annual budget. There being no speakers, Mrs. Crawford declared the public hearing closed.

**VISITORS**

Frederic Washington addressed the board on concerns expressed in the media over the past few years about schools facilities that are underutilized, over-utilized, and those that are non-utilized. Mr. Washington stated that while there has been concern expressed about the over-crowding in a Southeast Shreveport elementary school, he believes the problem with these facilities can be addressed with one of many solutions. He noted that according to the U.S. Department of Education, statistics show that the typical Kindergarten through 5<sup>th</sup> grade elementary school has an average of 400-650 students and University Elementary has over 900 students. He stated the need for an additional elementary school is essential to insure that all these students are getting the proper teacher to student education they deserve. Mr. Washington stated he believes that as a district we need to work with what we have now and move forward, and suggested that Laurel Street be converted back to an ECE center and create an elementary school at 81<sup>st</sup> Street to alleviate the overcrowding at University. He also highlighted the following two points of opposition that might be voiced in this suggestion: (1) the children should not have to be bused, and (2) these facilities will not accommodate. Mr. Washington stated he believes the most coherent approach will be to use every facility in Caddo Parish to their maximum capacity; and since elementary education is the foundation to a child's learning career, and the fact that over-crowding negatively impacts a child's learning ability, and all children deserve an environment conducive learning. In closing, Mr. Washington stated that at the last board meeting a concern was expressed on how to increase the Child Nutrition funds, and he suggested that both certified and classified employees be given the option to donate \$0-\$5 to be deducted from their paycheck each month for the Child Nutrition budget to help insure that the 27,000 students are given a nutritious meal everyday.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, expressed appreciation for the opportunity to attend the budget work session and for the Superintendent's remarks relative to pay increases. She noted a number of questions to be answered including (1) when looking to increase employees' salaries, what is the amount of unencumbered monies we actually have available, and (2) what about using the \$20 million set aside for technology in the AU schools and can these funds be restored to unencumbered status? Mrs. Lansdale stated that these questions are asked because of the fact that there has been a steady decline in terms of comparing salaries to surrounding and like size districts. She shared with the board that she has a copy for these comparisons for those who might be interested. Mrs. Lansdale noted the

similarities of Caddo to Bossier relative to salary lanes, but that it's not enough when considering the level of challenges Caddo teachers face everyday compared to Bossier. She said Caddo is a great school system and the employees have always been willing to step up to the challenge; however clearly, competitive salaries have become an obstacle that everyone needs to work together to overcome in order to bring and keep the most competent and qualified employees in Caddo Parish. Regarding salaries, Mrs. Lansdale expressed concern over the lack of oversight in selecting employees at the AU schools because when considering that each employee could make over \$17,000 more per year, she questions why in some cases the principal was the sole interviewer and why was the principal given the authority to create new positions just because, and, why were principals and their entire administrative team allowed to stay at the school while the teachers they hired and evaluated throughout the past who had specialized training were sent away. Mrs. Lansdale stated this gives the appearance that instead of due diligence, the MOU suggested the desire to "cherry pick" friends and colleagues possibly took priority. She added this leaves a bad taste in the employees' mouths and shared an example of a former "teacher of the year" in Caddo Parish yet to be placed. Mrs. Lansdale noted the Federation's part to encourage participation in the creation of the new middle schools and how the creation of the new alternative sites will be a great addition in addressing the special needs of students who create obstacles for themselves and others in the regular classroom setting. She added the Federation's desire to continue to work with administration regarding discipline to ensure there is only one policy being used in the district, and noted the recent position taken by the Legislature relative to these programs and others Caddo has been working with, i.e. working with the District Attorney and the Juvenile Justice System, because these are critical areas when it comes to academic success and learning and teaching cannot take place in a classroom full of disruptions and discord. She encouraged the board through its policies to send a clear and consistent message of what will and will not be tolerated and to provide policies that not only protect the safety of students, but also provide parameters where teachers and school employees can feel that they too can work in a safe environment. She noted that while the students have an opportunity to appeal administrative decisions, employees are barred from that process, and she encouraged board members to provide a vehicle for employees' voices to be heard when they feel their safety concerns are not being addressed. Mrs. Lansdale concluded her comments by stating that while there are obstacles, there is nothing that can't be met and overcome by those in Caddo working together.

Mrs. Crawford announced that she has received calls from teachers that have not received a letter regarding their placement and asked the superintendent to follow up on this.

**Update on Bethune and Other AU Schools.** Superintendent Dawkins announced that staff is moving logistically the new staff and equipment to the new schools to prepare for the opening of school in August.

## **CONFIRM THE CONSENT AGENDA**

*Ms. Priest moved, seconded by Mr. Burton, to confirm the consent agenda (7.02-7.04, 8.01a., b., c., and d. (with exception of Lee Hedges Concessions), 8.02, 9.05-9.09) as presented. Vote on the motion carried with Ms. Phelps and Mrs. Armstrong being absent for the vote. The following is a summary of the board's action on items categorized as the consent agenda.*

### **Item No. 7**

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

#### Certified

#### Leave Without Pay, 2009-2010 School Year

Phyllis Melvin, Sp. Education Teacher, Ingersoll Elementary, 10 years

Ashley Addison Smith, Teacher, Forest Hill Elementary, 5 years

#### Catastrophic Leave, April 20, 2009-May 14, 2009

Kimberly Flowers, Sp. Education Teacher, Alexander, 10 years

#### Leave Without Pay, August 13, 2009-May 28, 2010

Diana Gingles, Teacher, Byrd High School, 24 years

#### Catastrophic Leave, May 7, 2009-June 15, 2009

Linda Bamburg, Instructional Specialist, Special Ed Center, 30 years

#### Sabbatical Leave, Fall Semester 2009-Spring Semester 2010

Karen Porter, Teacher, Summerfield Elementary, 6 years  
Sabbatical Leave, Fall Semester 2009  
 Catherine A. Carter, Teacher, Broadmoor, 13 years

Classified

Catastrophic Leave, May 15, 2009 (noon) – May 29, 2009  
 Toni Giles, Bus Driver, Transportation, 24 years  
Catastrophic Leave, May 4, 2009 (noon) – May 29, 2009  
 Lisa Robinson, Bus Driver, Transportation, 19 years

**7.03 Personnel Transaction Reports.** The board approved the other personnel transaction reports for the period of April 26, 2009-May 22, 2009 as submitted in the mailout.

**7.04 Job Descriptions.** The board approved job descriptions for the Elementary Math Content Coach and the Instructional Program Facilitator as submitted by the superintendent in the mailout.

**Item No. 8**

**8.01 Bids (Purchasing).** The board approved the following bids as recommended by the superintendent and submitted on the bid tabulation sheets: (1) Business Stationers totaling \$23.01; DGS Educational totaling \$384.85; Elan Publishing totaling \$1,679.48; Ensemble Office Essentials totaling \$137.28; Long's Electronics totaling \$412.36; Pyramid School Products totaling \$31,138.35; Quill Corporation totaling \$7,733.11; School Specialty totaling \$9,123.47; Standard Stationery totaling \$6,919.46 and Wells Office Supplies totaling \$24.00 for M&S Classroom Supplies; (2) Business Stationers totaling \$2,284.80; DGS Educational totaling \$11,733.71; EMC Office totaling \$1,979.25; Ensemble Office Essentials totaling \$919.64; National Art and School Supplies totaling \$26,297.47; Pyramid School Products totaling \$11,443.59; School Specialty totaling \$3,712.96 and Standard Stationery totaling \$4,487.26 for M&S Teaching Supplies; (3) Colonial Converting totaling \$7,393.20; Pyramid School Products totaling \$6,497.65; Quill Corporation totaling \$4,189.05; School Specialty totaling \$176.32 and Standard Stationery totaling \$15,668.93 for M&S Office Supplies; (4) AFP Industries totaling \$18,030.90; DGS Educational Products totaling \$17,751.37; Pyramid School Products totaling \$15,008.92; Standard Stationery totaling \$20,448.82 and Wells Office Supplies totaling \$114.67 for M&S Paper Supplies; (5) Really Great Reading Co. totaling \$29,360 for Reading Letter Tiles for K-3 Reading Program; (6) The Band House totaling \$16,022.35; DF Music totaling \$1,870.00; National Educational Music Co. totaling \$14,045.50; Washington Music Center totaling \$16,586.00 and Wenger Corporation totaling \$12,093.20 for Musical Instruments and Equipment; (7) Blue Bell Creameries totaling \$74,385.00 for Milk and Dairy Products; IBC Sales (Cotton) totaling \$194,790.00 for Bread and Bread Products; and (8) that the bid for Fruit Juice be rejected and re-bid at a later date. *A copy of the bid tabulation sheets is filed in the official papers of the June 16, 2009 CPSB meeting.*

**Request for Salvage Sale.** The board approved staff's request for permission to advertise for the annual Salvage Sale.

**8.02 Bids (Construction).** The board approved the following bids as recommended by the superintendent and included on the bid tabulation sheets at board members' stations: (1) Hope Contractors, with a Base Bid, for the sum total of \$316,842 for Project 2009-QZAB-B1, "QZAB-B1 Wiring for Barret, Bethune and Booker T. Washington"; (2) J. D. Electric Co., Inc., with a Base Bid, for the sum total of \$314,190, for Project 2009-QZAB-B2, "QZAB-B2 Wiring for J.S. Clark, Oak Park and Woodlawn"; and (3) Hope Contractors of Shreveport, Inc., with a Base Bid and Alternate 1, for the sum total of \$339,542 for Project 2009-QZAB-B3, "QZAB-B3 Wiring for Caddo Heights, Fair Park and Green Oaks". *A copy of the bid tabulation sheets is filed in the official papers of the June 16, 2009 CPSB meeting.*

**Item No. 9**

**9.05 Property and Casualty Insurance Renewals 2009-2010.** The board approved the renewal of Caddo's casualty coverage through the LSIG (Louisiana Self-Insured Group), to reject the Uninsured Motorist/Underinsured Bodily Injury Coverage on our Automobile Liability Policy, to renew the Property Insurance with Travelers Indemnity Company, and to renew our full

terrorism liability coverage through Lloyd's of London as recommended and submitted in the mailout.

**9.06 Approval to Seek Bids for Board Meeting Agenda System.** The board approved seeking bids for board meeting agenda management system hardware, software and installation services at an estimated cost not to exceed \$35,000 as submitted by the Board's Ad-Hoc Committee.

**9.07 Adult Education in Southwest Shreveport.** The board approved the agreements between CPSB and Summer Grove Baptist Church for the use of space for Caddo's Adult Education Program as submitted in the mailout.

**9.08 Vivian Armory Adult Education.** The board approved the contract with the Town of Vivian for the use of the Vivian Armory for Caddo's Adult Education Program as submitted in the mailout.

**9.09 LSU AgCenter and CPSB Cooperative Agreement.** The board approved the agreement between the CPSB and the LSU AgCenter as submitted and outlined in the mailout.

## PERSONNEL RECOMMENDATIONS

As a point of personal privilege, Ms. Phelps referenced comments a constituent made to the board relative to perception and shared with the board sentiments about the perception in the community and concerns about what is going on. She stated she believes perception of what is going on in the community is very important and she would like for the minutes to reflect that on the last personnel recommendation, she was not in the room to vote, not knowing that it would be on the agenda. She said she is very uncomfortable in the community when she is unable to answer the questions relative to the consistent format used for the restructuring of the administrators and what is the justification for moving some and not moving others, was it the scores were up or the scores were down, what is the justification if someone has been in place five years or more and no increase and some have left and some have not. She stated her concern for not having input on some of the listed positions nor was there any posting for the positions and she believes that we do have to post every position. Ms. Phelps stated that as it relates to student achievement and district scores, and community concerns, she believes the board represents a community and the board's first and foremost responsibility should be to those who have elected them. She said she hopes that some day very soon the district scores and student achievement will become more important than someone's tenure and the time left to retire.

Mrs. Crawford announced that two items under Personnel Recommendations were for information only and the board is being asked to consider the Instructional Technologist and the Revised and Final list of Administrative Appointments for Restructuring 2009-10. Ms. Phelps asked if the Instructional Technologist is separate and Mrs. Crawford responded it didn't have to be, but both could be considered in one motion.

*Mrs. Bell moved, seconded by Mr. Burton, to approve the personnel recommendations as recommended by the superintendent and included in the mailout to include the technology position.* Mrs. Bell stated the board has given the superintendent a task to do and encouraged the board to support the superintendent's recommendations as part of The Caddo Plan so we can move forward. Mr. Burton stated his agreement with Mrs. Bell and *moved, seconded by Ms. Priest, that the records reflect that the decision to transfer and/or move personnel was a result of the Memorandum of Understanding with the RSD which caused a restructuring of the schools and not a reflection of individuals' performance.* Mr. Burton stated he wants to make certain that the current board goes on record as making sure that what happens with the restructuring does not affect any individuals' reputation and that this only happened as a result of what happened with the state and not as a result of an evaluation of an employee's performance. Mrs. Hardy read a statement in response to the proposed moves of administrators who have served at academically unacceptable schools and stated she makes the following statement after careful consideration to the creation of the best possible learning environment for students, overall district effectiveness and fundamental fairness for all the employees. She stated that the school district failed with responding to the State Department of Education's possible takeover of academically unacceptable schools, and the District is forced to implement measures which are acceptable to the State and measures which will allow the District to continue to be responsive to

the stakeholders. Mrs. Hardy stated that in the latter she believes we have failed in responding to the State Department's Memorandum of Understanding, and literally removed principals, assistant principals, counselors, teachers and support staff with no regard for their individual performance, tenure or history. She said this was an irresponsible and premature response, and some of the employees impacted have little tenure and no adverse performance rating and by placing them in positions of lesser authority and responsibility regardless of their pay, they have been demoted; which in certain cases could adversely affect their career opportunities in the district. Further, some administrators had to overcome school configuration which would challenge the best school administrators. Many of the AU school leaders were forced to accept faculties and staff that were left from previous administrations which had failed to produce acceptable school performance scores; and if she blamed AU school leaders for taking on a tough challenge for the overall benefit of the District after she carefully reviewed some of the people who were recommended and confirmed to replace those that were removed, it clearly implied that the replacements can or accepted to do a better job. This, whether intended or not, disadvantage to remove leaders by inferring they are less capable of performing in their previous capacity, she is convinced that such recommendations or configurations may not have been true, but more specifically from a comparable point of view, some have little experience, and certainly no record of achievement in the new capacity. She added some were merely ushered in with the tide of change and this situation opens the door for all sorts of unfair employment acts to take place, and she cannot sit and accept recent changes without the benefit of evidence based decisions. Although the superintendent is acting out his professional responsibility, she must conduct herself as the school board member who has the benefit of history, knowledge of Caddo Parish and specific knowledge of District 2, and she believes the District is at a fragile point in its history and today she cannot cast her vote with indiscretion. As the board member, she cannot let one premature and irresponsible act destroy the relationship between the board and its constituency. In the future, Mrs. Hardy said she will support recommendations which consider students, parents, and employees, because she firmly believes each employee's performance should be judged individually and respectfully asked the board to join her in crafting a better plan to evaluate individual policies individually, as policies should guide our response and not fear or repercussion. We should never take a cavalier approach to individual rights, career and community relationships for the sake of expediency. She encouraged the board to join her in voting against this recommendation and craft a better proposal for the district.

Mr. Rachal stated that the board is in the position of dealing with the state in making some recommendations that unfortunately he believes some may be caught in the middle of, whether it's intentional or not. He stated that Mr. Burton referenced the concern of some employees, certified and classified, being caught in the middle, the fact that changes are being made, and the board hired a superintendent to make changes which he believes he has more than capable staff members to make these recommendations. In the event the board continues to step on the superintendent, he believes State Legislators will step up to the plate and say that the local board no longer has any say so over this, and he believes this is a dangerous path to take. Having had to hire and fire a number of people in the past, he is aware how difficult a path this is. Mr. Rachal added that he is aware the superintendent has made some tough decisions and the superintendent is aware that he has disagreed with some of those decisions, but he will support the superintendent in the decisions he has made relative to personnel.

Ms. Phelps asked the maker of the amendment if the amendment does not reflect performance? Mr. Burton responded that is correct and the amendment states "does not reflect individual performance." Ms. Phelps referenced Mrs. Hardy's comments that we need to tie in performance in order to do what needs to be done to take our district ahead, listen to our community's concerns and think about student achievement.

*Vote on the amendment passed with Board members Hardy, May and Phelps opposed, and Board members Riall, Burton, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the amendment. Board member Crawley abstained.*

Ms. Phelps asked about the motion and if it included the instructional technologist and Mrs. Bell confirmed it did. Ms. Phelps asked the superintendent if the motion is adding another position? The superintendent responded this is a replacement position and the second position is a recommendation to fill Mr. Brown's position with an interim appointment until it is posted and is filled. Ms. Phelps asked for clarification since there are two instructional technologists listed on the Central Office roster, and she doesn't understand if there will be a third one of if this replaces

one? Ms. Phelps said she is asking if the position presented creates a new one and we will add an additional instructional technologist or is it replacing one already listed on the roster? Dr. Dawkins explained this is a replacement in that Fran Price is retiring and the recommendation will replace Ms. Price.

*Ms. Phelps moved that this item be separated and that the board vote on them separately. Mrs. Crawford announced that the motion dies for a lack of a second.* Ms. Phelps stated that prior to the board meeting she asked the President about the policy of any board member being able to separate an item and she thought she had asked the Board President to separate these items and asked why we are not following policy. Mrs. Crawford explained that a motion was made and because there was no second, the motion died. Ms. Phelps said she understands, but when she asked Mrs. Bell if she was combining them, she knows any board member can separate an item. Mr. Burton called for a *Point of Order* and that the motion belongs to the board and a board member cannot do anything like that unless the board agrees to it. Ms. Phelps said no sir and she understands the motion, but policy is that any board member can separate any item. Mr. Burton said unless the motion belongs to the board. Attorney Abrams explained that the promotional policy indicates that any time a board member contacts the superintendent or the superintendent and the board president, the recommendations can be separated; however, that's not what happened. He further explained that the policy in place deals with consent items so when all recommendations are on consent, a board member can contact the board president so a motion does not have to be made during the meeting to separate them.

Ms. Phelps stated these are two separate items and asked if that is not the conversation before clearing it up with Dr. Dawkins? Mr. Abrams explained that this is personnel recommendations and Mrs. Bell made it clear that her motion included all the recommendations and since it wasn't on consent, the policy doesn't apply. Ms. Phelps stated that she just wanted to understand, and it doesn't change her position. Mrs. Crawford clarified that a motion was made; and because no one seconded it until after she stated the motion died for lack of a second, she had already made a ruling. Ms. Phelps stated she understands.

Mr. Rachal asked the superintendent if there had been any changes made on the evaluation forms and if so, when? Mrs. Crawford stated this does not speak to the motion on the floor. Mr. Rachal stated that we are placing these employees in positions where they will be evaluated and he is asking if a determination has been made on how these employees would be evaluated based on the many changes or will the same procedure be used? Superintendent Dawkins responded that staff will continue to evaluate individuals based on their position with the instruments we have, and if they are used correctly, we should get the results that will give an idea of how to help people grow or make other changes in their career.

*Vote on the main motion as amended carried with Board members Hardy, May and Phelps opposed and Board members Riall, Burton, Crawley, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.*

Superintendent Dawkins announced that with the retirement of Mr. Joe Brown, he is reassigning Sharon Golett to the position of Interim Director of Information Technology. He announced this position has been posted and staff will follow the process for filling it. Ms. Phelps inquired as to whether or not the board needed to approve the interim director in technology? Dr. Dawkins explained that he brought this for the board's information as he thought that is all that is necessary with a reassignment. Ms. Phelps asked if a motion needs to be made to suspend the rules and add an item? Mrs. Crawford explained that according to Mr. Abrams and Ms. Phelps interrupted and stated we need to make the rules consistent. Mr. Abrams explained that Personnel Recommendations is already an item on the agenda. Ms. Phelps asked do we have to approve everyone brought on the day of the meeting? Mr. Abrams stated the fact is the board has the personnel recommendation, and when the original motion was made, he assumed the board was approving it at that time. Ms. Phelps stated it was at board members' stations at today's meeting unless other board members received it prior to today and asked if it was in the packet prior to today? Mrs. Crawford explained she was unclear that it was to be voted on today. Ms. Phelps asked do we not need to vote to add it to the agenda? *Ms. Priest moved, seconded by Mr. Burton, to approve the personnel assignment of Sharon Golett as the interim director of information technology.* Ms. Priest stated this is part of the personnel issue and is one of the superintendent's responsibilities and the board's responsibility is to hire the superintendent. Ms. Phelps asked if in the future the board can be given recommendations before the board meeting,

because she missed the last personnel recommendations because it was not brought to the board prior to the meeting and she did not know it would be voted on. She said it is not a problem, but she feels we need to be consistent. Dr. Dawkins responded staff will strive for this, but he thought this interim position only needed to be brought to the board for information. Mrs. Crawford stated she too thought it was for information only and asked in the future if information could be provided at least 24 hours in advance. *Vote on the motion carried unanimously.*

### **APPROVAL OF CONCESSIONS CONTRACT FOR LEE HEDGES STADIUM**

*Mr. Burton moved, seconded by Mr. Rachal, to approve the concessions contract between the CPSB and DVK Enterprises LLC for Lee Hedges Stadium as recommended and submitted in the mailout.* Ms. Phelps asked if this is a new contract with the recommended vendor and is the process that has always been followed at Lee Hedges? Jeff Hudson explained this contractor has actually had the contract for the past five years and prior to that the Booster Clubs at the high schools did it, but are no longer interested in doing it. Ms. Phelps asked how is the money distributed to the schools who are the home team at the game? Mr. Hudson stated that a formula is used and he believes 5% of the profit is split among the bands and 5% goes to the two teams playing, however, he is unsure and would need to verify this. Ms. Phelps asked who decides that it goes to the bands? Mr. Hudson explained that is the way it has always been even when the Booster Club did it. Ms. Phelps asked who is responsible for overseeing this and making certain the 5% gets to the bands? Mr. Hudson explained that the contractor brings the checks and the internal auditors review the contract to make sure it has been handled properly, and after their review, the checks are given to the schools. Ms. Phelps stated her concern is she has heard the funds are not making it to whatever organization they should go to, and she is not sure if there is an oversight of how we can make sure it gets to the band and not just in the General Fund, but would appreciate staff putting something in place to make sure it goes in the band account. Dr. Dawkins stated staff can begin providing a report on the distribution process. *Vote on the motion carried unanimously.*

### **EXECUTIVE SESSION**

**Level IV Grievance.** Attorney Abrams announced that Fred Sutherland, attorney for CPSB administration, and Brian Landry, attorney for Level IV grievant, have agreed to return to Level III and they will at that point stipulate what the facts will be, and what they cannot stipulate to they will do a “proffer” which means evidence that may not be admissible, but we will allow them to put on as evidence. As a result, he understands Mr. Landry will dismiss his claim at the First Judicial District Court and if it is not resolved at Level III, they will return to Level IV for the board to hear it. After Mr. Abrams explanation, both attorneys agreed.

### **2009-10 CONSOLIDATED ANNUAL BUDGET**

*Mrs. Armstrong moved, seconded by Mrs. Crawley, to approve the 2009-10 Consolidated Annual Budget as presented.* Ms. Phelps stated she did not realize the board would be voting on the budget after one workshop and asked the Superintendent if the budget reflects the technology and the school transitions? The superintendent explained there is information at board members’ stations on the schedule and proposed costs for the moves with some of it still being worked out; however the budget reflects either the AU budget, the Caddo Plan budget or the General Fund budget, all of which have costs. Ms. Phelps asked if she understands there is a memorandum responding to her questions at the budget work session on the report on the existing budget and the effect of the budget from the transition, getting new equipment for the schools, the raises etc. brought up at the budget meeting? Mr. Lee explained staff is working out funding for the equipment for the start up of the new schools with a lot of it being purchased through Federal funding and some of it being put in the General Fund. Once this is worked out, staff will bring it to the board. Regarding the AU plan, Mr. Lee explained that funds were moved into the reserve fund this year to cover incentive costs that the General Fund will pay for and they will be paid through the reserve fund or increase the General Fund budget and transfer funds in to offset and show a zero affect. Ms. Phelps asked if staff prepared anything on how the reserve budget will be affected? Mr. Lee responded that it will use up the reserve fund of \$5 million. Ms. Phelps stated she is uncomfortable voting on something that she has not seen and she said it’s one thing

to say this probably will come out of here and it probably will come out of there, but when she is asked a question on the street of the budget and how much the transition to Oak Terrace or to Newton Smith is costing the District, and she just realized today that we must buy all new books for Linwood, and to not know how much it is affecting the General Fund, she thinks it is ludicrous that the board should not have been provided that information on paper. She said she asked for a simple plan that reflected the changes, and we are now talking about a raise and we don't know how much, and she is not comfortable voting tonight on the budget and that she thought the Board President was going to ask for extended time before voting on it. Mr. Lee explained that a new budget needs to be in effect by July 1 for the new year, and as has been done in the past, board members can bring recommendations for revisions to that budget. Ms. Phelps said it is not about revisions, but actual facts and the board has not been in the position it is in right now, and we are spending a lot of money and she doesn't know where it is. She said she asked for a document that she has not received; however, since it is necessary to turn this in today, in years past there has been more than one budget session for those who want to attend, so the board can have a clear understanding of what is being voted on. She said she hopes at some point board members will remember how serious the board's decisions are from the people who put us there to who we owe our obligations to and it's just a matter of knowing. Ms. Phelps stated that tonight she will not be able to approve this.

Mrs. Crawford asked for clarification that the money being spent up to June 30<sup>th</sup> is from the 08-09 budget. Mr. Lee stated that is correct. Mrs. Crawford asked for a list of renovations at these schools, their cost and how much will be from this year's budget and how much from next year's budget.

Mr. Ramsey asked to see a line item in the budget anytime we outsource funding, i.e. how much are we spending on ENI and Banks and where the funds are coming from (General Fund, Title I, Title II, etc.). Mr. Lee responded that approximately \$300,000 is budgeted in next year's budget to one of the consultants for work they are completing now and anything remaining will be paid from Title I, and next year it's approximately \$2 million from Title I. Mr. Ramsey again stated that for this amount of money, he would like to see this brought to the board for approval, and he understands that the \$300,000 is something we have already committed to. Dr. Dawkins asked for clarification and if Mr. Ramsey means a summary of all the programs (Reading First, etc.)? Mr. Ramsey said correct; and if we have a contract where we are outsourcing services, and he hopes we are moving toward training some of our own to provide some of these services, because when you are talking about \$1 million and \$2 million, you are talking about \$75,000 employees and that's 26 employees that could be used to do this type of professional development. He stated he believes it has always been a goal of the District to try and do some of our own training by taking advantage of the resources that are available and train our employees as we go. He added that specifically he means the huge dollars that are contracted; and if there's a contract associated with the services, he believes the board needs to see it.

Mrs. Crawley said she feels like a steam roller hits the board almost every board meeting and she appreciates Mr. Lee answering her questions from the work session; however rather than showing up for a board meeting and having a stack of paper at her station that she needs to look at, she would prefer getting it in advance of the meeting in order to ask her questions and get answers before the board meeting. Mrs. Crawley stated that knowing a budget is a living document that is constantly changing, she asked how many positions does Caddo pay for that are not reimbursed by the State, as she is aware of districts that went bankrupt because they were not getting any funds back from the State. Mrs. Crawley stated that she knows the populations of the schools will be revealed when the Facilities Study results are known so she would like to know how much of the budget supplements the schools in this way. Mr. Lee clarified that Mrs. Crawley wants to know if we have any schools with a lower student-teacher ratio than is required by the state, if we have any schools over the staffing allotment, and are there any special situations, i.e. not enough students to warrant a teacher, but the students are assigned a teacher? Mrs. Crawley responded that is correct and she agrees with other board members concerning the need to have the information ahead of the meeting.

Mr. Rachal asked if, in transferring the students from Linwood and Linear, there is an amount in the General Fund as to what it will cost? Mr. Lee responded this is the same information Ms. Phelps requested and staff will provide this information. Mr. Rachal stated he has the same concern expressed in the last meeting in that we are showing a 23% decrease in student population in Caddo Parish over the past 10-12 years, and since he has been on the board, there



has been an approximate 15% increase in expenditures. While he knows the cost of doing business and providing the services has increased; this is a substantial increase. Mr. Rachal also stated that over the years he believes we have approved programs with money attached to them and with this in mind, he asked if there is a cost per student, per school across the district relative to what it costs to provide the services and education at each school? Mr. Lee responded that staff doesn't currently print this report; however, he can look into it.

Mrs. Crawford stated she believes a good place to start is with the information provided by Tommy Smith on the estimated schedule for school moves and changes.

Mr. Rachal also stated that, in light of the budget, he believes there will be some pretty stout recommendations coming to the board with the Facilities Study; and he would like to see the effect the recommended changes will have on the budget.

Mrs. Bell stated she felt confident with the budget because the board convinced her at the last meeting that the board can always come back and amend the budget. Also, Mrs. Bell asked about the proposed costs for the AU schools; and while she knows the board voted on this cost, she would like to know what the additional cost will be to start up the two new schools?

Mr. Riall asked if he understands correctly that Items 9.03 and 9.04 are being pulled from the agenda until a later date. Dr. Dawkins responded that is correct. Mr. Riall asked if these two items are listed as expenditures in the budget? Mr. Lee clarified they are not in the budget, but would be the funding source for the technology plan, so when voting on the budget, the board is not voting on these items.

Ms. Phelps noted she located the document responding to questions from the budget session and she doesn't understand, and is disappointed. why her request is not listed. She asked the Superintendent if her requests can be added to the information presented.

*Vote on the motion to approve the budget carried with Board member Phelps opposed.*

#### **APPOINTMENT OF OFFICIAL JOURNAL**

*Mr. Ramsey moved, seconded by Mrs. Crawley, to approve the appointment of The Times as the official journal for the 2009-10 year as presented in the mailout. Mr. Riall asked staff about the Caddo Citizen and Louisiana Press Association website and if it is much different than the publicnoticead.com offered by the Caddo Citizen. Mr. Lee said he cannot respond to this question; however, the rationale for recommending The Times is circulation, daily publication, and our strict deadlines regarding bids. Mr. Lee explained it helps us to be able to have it published on a given day rather than waiting what may be an entire week. Mr. Riall stated that the Caddo Parish Commission uses the Caddo Citizen and asked if staff knows how they address these timing issues? Mr. Lee responded he does not know. Mrs. May stated she has the same rationale as District 1 and she has seen other elected bodies use other papers besides The Times and she believes The Times will always be more expensive. Mrs. May stated she has never supported using The Times since being on the CPSB, and tonight her vote will still be no. She encouraged the board to look closely at the budget to see what we will have at the end of the year. Mr. Rachal asked Mr. Lee if we have ever saved money on bids by being able to get them in on a more timely basis by being able to use The Times? Mr. Lee responded that may be an opinion question, and he referred to Jeff Hudson regarding the construction time tables. Steve White explained that the Lee Hedges project is already on a very tight time schedule for completion and even though it may have been able to be shortened by 14 days, it is possible that it would have cost the District extra money because contractors would have to make up the time on weekends and overtime could cost \$50,000-\$100,000. *Vote on the motion carried with Board members Riall, May and Phelps opposed and Board members Hardy, Burton, Crawley, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.**

#### **PROPOSED OFF-CAMPUS PE POLICY**

*Mr. Ramsey moved, seconded by Mrs. Hardy, to approve the proposed policy for the off-campus physical education program as submitted in the mailout. Mr. Ramsey stated this was discussed thoroughly at the work session and basically this puts into policy a practice that has been going on as well as puts some checks and balances in place to make sure our students are where they*

should be and that they are given a general letter grade based on performance and attendance. He added it also provides a level playing field when determining the top student of the year.

Ms. Phelps asked how will students be made aware of this offering? Is it just those who know and bring it to the school? or is it advertised? Mr. Thomas said it is not advertised per se, but it's student and parent-generated by bringing their request to the school along with their application.

Mrs. Armstrong stated that heretofore she has been very vocal in her opposition to off-campus physical education; but with the stipulations written in the proposed policy, and particularly those where the instructor must provide a certificate of insurance naming the Caddo Parish School Board as an additional insured, and with guarantees of closer supervision of those students during that instructional time, she can support it today. However, in the future, she added if this does not prove to be working in terms of supervision and the academic rankings, she will bring it back and ask that we do away with off-campus PE completely.

Mrs. Bell asked Mr. Thomas about the number of credits needed for physical education, and he responded 1.5. She said she asks this because of the ranking and the students in school PE classes who must dress out and must participate and how do we know that those in the off-campus PE are following the same strict rules? She shared an example of a young lady who made all As and except a B in an on-campus physical education class. She said she doesn't believe the off-campus and on-campus carry the same weight. Mrs. Bell said she is not comfortable with this, because she does not feel it is equal. She also stated she knows that Mr. Thomas and the athletic director cannot visit every off-campus PE site, and she would like to get a list of all off-campus PE sites. Mr. Thomas stated that two concerns voiced in her statements are (1) the phasing of the grade given and once it is determined to be a general letter grade, automatically this will happen through the formula and there will be no issues with this, and (2) with the activities performed, they should be germane to whatever the off-campus activity might be. Also with the mandate from the board to make the site visits, staff will do so within its human resources and bring back a report to the board.

Ms. Phelps asked if Bossier or any other surrounding parishes offer off-campus PE? Mr. Thomas stated he is not sure about the surrounding parishes, but only that most of the larger districts utilize the off-campus PE to promote and provide extra training to help those students with these exceptional skills and talents. Also, Ms. Phelps stated that in line with her earlier questions along the line of consistency and some students know about it and others don't, maybe we should open up the opportunity and advertise it. She said it concerns her that one group of people knows about it and takes advantage of it, but there is no way of knowing if they are actually showing up or not. Ms. Phelps again stated when it comes to offerings for everyone, she believes this policy is unfair.

Mrs. Crawford asked Mr. Thomas for clarification of his statement at the last work session that off-campus has not been an issue in general. Mr. Thomas responded that in general it has not, but only a couple of years ago, when the inequity in the grade came up and staff addressed it. He added he believes this proposed motion addresses and fixes that issue and these students are dedicated athletes who are scholarship oriented and are looking to sharpen their skills. Mrs. Crawford commented that this opportunity is not just a PE class, and Mr. Thomas also said that for the most part these students have been in training for a long time and their coaches are aware of the program and direct them through the appropriate process.

*Vote on the motion carried with Board members Phelps and Bell opposed.*

## **PROPOSED REVISION TO CPSB POLICY JECC STUDENT ASSIGNMENTS**

*Mr. Ramsey moved, seconded by Mrs. Hardy, to approve the proposed revisions to CPSB Policy JECC (Student Assignments) as submitted in the mailout.* Mr. Ramsey stated that quite a bit of time was spent on this item during the work session and this will put into policy what has been a practiced, as well as address some of the issues that our schools and principals have faced. Ms. Priest shared her concerns with the Hardship and M to M transfers because of the fact the neighborhood schools continue to suffer because of them. She said it appears with this policy, and with others, that our neighborhood schools are still being drained and the top performing students are being enticed to attend schools outside their district. She said if this policy is implemented, she believes students will be kicked out of the school.

Ms. Phelps asked Mr. Abrams if we can do away with M to M transfers, and if not, why? Mr. Abrams responded we cannot because the District is operating under a Federal Consent Decree where the CPSB along with the plaintiffs and the Department of Justice agreed that we had complied with certain provisions as a result of litigation, but the three areas in which we are currently being reviewed include (1) M to M transfers (Majority to Minority or Minority to Majority), (2) enhancements to traditionally one-race schools, and (3) the administrative assignments to the schools. Mr. Abrams added until we are released from this, we must continue to allow M to M transfers. Ms. Phelps asked if there is a limit on the number? Mr. Abrams explained the current policy states that you get within 1% of majority, so if it's 49% or 51%, you don't have to allow the transfer. Ms. Phelps asked if it is still per school? Mr. Abrams said that is correct. Ms. Phelps asked Susie Payne-Smith, acting director of attendance, what happens to the neighborhood school students who have four altercations at their school? Mrs. Smith responded that the principal has the choice to hold a hearing, a supervisor conducts that hearing and the student can be sent to Oak Terrace, Hamilton Terrace or Hosston Alternative School, then they can return to their neighborhood school after serving at the alternative site. Ms. Phelps asked if this policy passes, will a student on the M to M transfer be sent back to their home school? Mrs. Smith responded that the way the policy is written, a hearing will be held to determine if it was legitimate and a decision made as to whether they would spend time at Oak Terrace and/or return to their home school. Ms. Phelps asked would it not be an automatic expulsion or recommendation like the neighborhood student? Mrs. Smith stated it would be like the neighborhood in the fact that there would be a hearing; however, once the expulsion time is up, then those students would have to return to their home (neighborhood) school for at least two semesters before they can reapply for a transfer; and staff also looks at the number of suspensions. Ms. Phelps confirmed that currently a student can have the four expulsions or altercations, they are sent to an alternative school and then returned to the M to M school. Mrs. Smith said they can have the hearing, they can serve their time, but then they will return to their M to M school. If the student is Kindergarten through 5<sup>th</sup> grade, they will reapply for M to M for middle school and then reapply for high school. Ms. Phelps stated that is why she asks if we can do away with M to M transfers, and with having enough dealing with the State, she doesn't believe we need the Feds coming in, and she agrees that the policy revisions were presented with positive intentions; however she does not agree with the policy because of the inconsistency. She said she is concerned, because she believes what is good for one is good for all; and if by law we have to provide the transfers, then it should not be an automatic after an expulsion that you are sent back to your school and is not the message we need to send. Ms. Phelps said the parish is divided enough and she is tired of what appears to be this side of Caddo Parish and that side of Caddo Parish and the south side of the parish, and the north side of the parish, because Caddo is one parish. She said hopefully everyone will grasp onto this and try to help the entire parish and not just the AU schools; because until we start to work together, the parish is going to continue to be the way it is. Sitting here in 2009, Ms. Phelps said she wonders where we will be in 2015 with the decisions we are making and the message being sent to the students. She said it doesn't need to appear that it's a racial issue, but of course we are under the Decree because of a racial issue. Ms. Phelps asked if this policy is something new? Mr. Abrams responded this is not a new policy, but a revision to an existing policy. He also clarified that persons being transferred on a M to M initially had to have good behavior before their transfer was approved, so there is no inconsistency, and now we are moving someone because of bad behavior. Ms. Phelps asked Mr. Abrams if he is referencing this to what she said and Mr. Abrams said yes. Ms. Phelps added that she wants to make it clear what she said referencing inconsistency and that if a neighborhood student has four altercations, they do an expulsion, and they are returned to that school. With the proposed revision to this policy, they (students on a transfer) do an expulsion and they are returned to their home school. She said that is inconsistent and that is her referral to that, because it should be the same. Mr. Abrams clarified there are more than M to M transfers included and the board has a policy and it has always been described that whenever we have a hearing for magnet schools and magnet components and a student is expelled, they will always go back to their neighborhood school which has never been in writing in the policy, thus the proposed revision puts in writing what has been practiced. Ms. Phelps asked Mr. Abrams to explain where this is located in the policy and Mr. Abrams read the proposed revision about the magnet school and magnet component. Ms. Phelps asked Mr. Abrams why it was not presented in the work session that this was a part of this? Mr. Abrams explained it was all presented and was all in bold print as being a revision to the policy. Ms. Phelps said she missed that and is still not seeing the magnet school part? Mr. Abrams said it is on Page 4 of 4, paragraph 2, and read the proposed revision. He explained the reason for this is magnet students all sign contracts

which means they do not have to be expelled in order to not be allowed to attend that school, as the contract also provides for tardies, not getting along with other students, etc. so it doesn't have to be an expulsion, but the proposed revision will make it consistent. Ms. Phelps said she obviously missed something, and asked if the two issues being addressed are the M to M and the magnet school students and are there any other groups. Mr. Abrams said there are also hardship transfers. Ms. Phelps asked why was the magnet not written under the magnet policy? Mr. Abrams explained the policy itself (JECC) is Student Assignments, the assignment of students to schools, and he believes this was the logical place to put it. Ms. Phelps asked if the magnet policy is not a good place to also put it? Mr. Abrams said the magnet policy talks about the procedures and this addresses all the magnet schools and their assignments and he was only trying to fix the problem of us saying we have a practice when in fact it has never been in policy even though students come before the board all the time saying we send students back to a neighborhood school when expelled by the board. Ms. Phelps again asked if the magnet policy is not a place to add this? Mr. Abrams again said this is the "assignment of students" policy and he believes staff will understand that this applies to all of them. Ms. Phelps said she understands staff, but is it not in the magnet policy for parents? Mr. Abrams stated it will be in the Blue Book if approved by the board along with every part that deals with expulsions and other discipline issues. Ms. Phelps stated this is JECC, but asked about the other part? Mr. Abrams said it's one policy. Ms. Phelps said she is looking at the different parts of the policy. Mr. Abrams said there is only a series of paragraphs that were added about returning to the neighborhood school for conduct violations and the entire section addresses any student who violates Caddo Parish policies. Ms. Phelps said she understands what it deals with, but she is only trying to get in her mind the difference and asked the maker of the motion if he would be willing to separate the hardship and the M to M transfers from the magnet part?

Mr. Ramsey said his only concern in this policy was to address what had been done in practice by putting something in writing that the principals, administrators and staff can follow. He said he believes it is a stretch almost to the point of being ludicrous if someone believes the intent of the policy is to provide division and dissent among the schools in the parish when we are trying to provide a safe education environment for all the kids. He said Mr. Abrams commented, and he believes it pretty much clarifies any concerns regarding any M to M or other special considerations, that it says "unless otherwise required by State or Federal law"; and if there is a State or Federal law that says we can't mess with a child, then this policy doesn't effect that child. Mr. Ramsey applauded the board's attorney for developing a very good policy that is pretty well descriptive of what the board has been practicing since he has been on the board and closes some gaps for the administrators in all Caddo schools; therefore, he doesn't see a need to separate.

Ms. Phelps asked if all this was for was to put something into writing, why wasn't something added for the student going back to the neighborhood school, and this is her concern. She said if the board doesn't want to separate it, that is fine, she will vote it down, because she thinks this is unfair. Mr. Abrams referenced the title "Return to Neighborhood School for Conduct Violations", and that is what it is and it means a student has been given a privilege to not attend their neighborhood school. Ms. Phelps asked if it's a privilege or the law? Mr. Abrams responded it is a privilege and if a student acts bad, you don't get to transfer on a M to M, a medical or hardship. Ms. Phelps said she understands that, but her question is why did we add that? Mr. Abrams said it's a penalty provision, and it's the board penalizing a student who violates rules and it basically says the student will be deterred for violating the rules and doing something wrong, and returned to their neighborhood school and will no longer be able to enjoy the privilege of the transfer. He added the magnet policy has always been this, but it has never been in writing, and this makes it consistent, with the M to M transfer falling in line with this. He said the intent was to put some teeth in the policy to take care of discipline issues. He said the rationale for the four times is so a hearing officer would make sure it is consistent and not just about tardies or someone mean mouthing someone, and that it won't be misused, also providing for a record in case it is appealed to the board. Again, Ms. Phelps said if we are already doing this and they are expelled, why are we sending them back to their neighborhood school rather than to their "transfer" school? Mr. Abrams said it is an additional penalty. *Ms. Phelps moved to amend the motion.* Mr. Abrams explained an amendment cannot be made at the point, but it has to move around the table, and if Ms. Phelps gets back on board, she can make a motion at that time.

Mrs. Bell stated that her problem is with the M to M transfer, because a survey conducted a couple of years ago revealed that almost 700 students from District 12 are in schools all across the district. She said she understands this will be some work for someone, but she would like to receive information in August on how many students are on M to M, magnet school, hardship and medical transfers, and where they come from. Mrs. Bell said she is asking for this information because she is disturbed about the number of students from District 12 and other districts that are attending a school outside of their neighborhood. She said she is not saying the policy is wrong, but she can't see us continuing to approve transfers for students to be attending schools all across the parish. Also, she knows everyone can't be passing the magnet test and she can't believe majority is one race passing the test, and believes something is wrong with this. Mrs. Bell said she believes it is wrong for a child to attend another school on a M to M transfer, tear that school up and then the child is returned to the neighborhood school to tear up that school. In her opinion, the student should have remained at their neighborhood from the beginning.

Mrs. Crawford asked Mr. Abrams if someone can appeal this ruling? Mr. Abrams stated the way the policy is written, if a student goes through an expulsion, it will of course come to the board, which generally happens after four incidents. After the hearing is held, the student is removed from the school and notification sent to the parent as to how the M to M, etc. transfer is affected. Mr. Abrams stated every time there is an issue, if the board decides to overturn it, the board can; and even though a student may not have the right to appeal, the board can allow them to do so.

Mrs. May stated she had a parent come to her regarding a call she received from one of the high schools in southeast Shreveport recruiting her daughter to attend the school. Mrs. May said the parent did not know any better, so she sent the child to that school; and after there were some issues with her child at that school, they wanted to give her child back, because it was making their school look good with test scores. Mrs. May also shared with the board that a young man approached her that lives in her district; but, he is attending a school in southeast Shreveport. She said Fair Park will always remain an AU school as long as the children are not being sustained in the neighborhood school, and that stealing students from one district to another must cease.

Ms. Priest stated that currently 63% of the District's students are of "other" racial makeup and she thinks we are at the point where all Caddo would have to do is write a letter to the Federal Government requesting that Caddo be released from the Consent Decree. However, referencing the discussions on this issue, she believes if there is a level playing field across the parish, the board would not be having these discussions and there would not be a need for this type policy for any of these transfers. Ms. Priest shared with the board that a student in a school in District 7 scored Mastery and has been recruited to South Highlands; and as long as we continue to take top students and parents from the neighborhood schools, this will not change.

Mr. Ramsey said he didn't realize this policy would bring this type of discussion and he wants to add that if we don't do something with some of the discipline issues in all Caddo schools, and it may involve only a handful of students in most schools, then he predicts by 2014 we will have a parish full of Charter Schools. He said he knows these are tough issues, but these are issues that we must get under control. Mr. Ramsey said he believes staff should be bringing this and he urged them to bring something to address this, so the attorney has brought something that defines what is being practiced and addresses the legal aspects of the policy. He encouraged the board to move forward in addressing this issue and need in all Caddo schools and encouraged the superintendent to establish an alternative system that houses our professionals at that school to help these students progress toward graduating, which is his intent for every child in Caddo Parish regardless of race, creed or color, and that every decision he makes is about giving all our students the best opportunity for education that we can possibly give them.

Mr. Rachal asked if this policy will take the alternative schools out of the equation? Mr. Abrams said it does not, and a student can actually be expelled to an alternative school. Mr. Rachal asked if this will give them an opportunity to go back to their neighborhood school instead of an alternative school? Mr. Abrams said it is not, but what could happen is a return of neighborhood students to their neighborhood schools because they did not act properly, and the real intent is to put an incentive out there for students to act properly so they do not get sent back to their neighborhood school, but also recognizing, if you don't, you will not be where you were but will lose the privilege granted in the transfer approved to attend a school outside of the student's

neighborhood. Mr. Rachal asked for clarification if a decision could be made to send any of these students to an alternative school? Mr. Abrams confirmed that is correct. Mr. Rachal stated that he hears the concerns voiced, but asked if the board is not forgetting the many times the board has spoken about discipline problems and how it will support our teachers and staff when a student misbehaves because a teacher is not given a way to deal with them and they are interrupting the education of 20 other students. Mr. Rachal also stated that in referencing neighborhood schools, he would love to have a lengthy conversation on this because there are 13,000 students living in his district and he only has one neighborhood school in his district. Mr. Rachal asked Mr. Abrams if this had not been brought to him by the board, would he have brought a recommendation to the board? Mr. Abrams stated that since he works for the board, he does not have that luxury; however, he would certainly make a recommendation that it is put in policy regarding the magnet component because it is stated as a practice, but it does not exist in writing. He added that whether or not the board chooses to impose a requirement that someone goes back to their neighborhood school is strictly a board decision and not for him to make that decision; however, he would bring to the board a recommendation to put in writing what has been the policy in the past concerning magnet schools and what happens when you get expelled at magnet schools, but to say because you have an M to M transfer, or a curriculum transfer, a student must return to their neighborhood school is a board decision. Mr. Rachal added that he raised his children that they have all the privileges, however they are theirs to lose if they don't behave properly, and he believes this gets their attention and causes a shift in their behavior. Mr. Rachal reminded the board that each has heard the teachers say they need help in addressing discipline. *Mr. Rachal moved to call for the question to end debate.* Mr. Burton called for a *Point of Order* as Mr. Rachal was making comments rather than asking questions, and he would need to wait until it goes back around the board before he can call for the question..

*Ms. Phelps moved, seconded by Mrs. May, to approve the proposed revision to the CPSB Policy JECC omitting the line on page 3, last paragraph "return to the neighborhood school in the student's original attendance zone at the beginning of the next school year or immediately after serving the expulsion term."* Ms. Phelps stated that the neighborhood situation is totally different than what this policy is stating and a M to M is a privilege as long as the student is at a school and she believes it sends a negative message when a student is at the neighborhood school and when they are expelled, they go back to the neighborhood school. She said she believes the students in M to M situations should be given the same opportunity and when she continues to hear "those" students, she is concerned that the reference is to students as "those" students who are out of control with discipline problems and they are just coming through M and Ms and she believes that is wrong, because there are discipline problems from the neighborhood schools. She asked Mrs. Smith if there is an overwhelming number of discipline issues with M to M students that we need to address sending them back, because she has a problem doing this as it sends a negative message? Mrs. Smith explained that staff does not keep this data, because when they conduct a hearing, they don't ask if the child is M to M, hardship, etc., because the school has basically "adopted" that child for the school year and if there is a problem, the transfer does not have to be renewed the next school year. Ms. Phelps asked if in addressing her amendment is there a concern about what we can or cannot address by right, is there an issue we should be addressing with the statement she just removed? Is there an issue that we need to be returning these students to their school as the policy presented, and is there a problem that we need to add something that we had not been doing in the past? Mrs. Payne said she will do what she is told to do and if the board makes this decision, she will follow the board's policy. Ms. Phelps asked if there are any statistics to offer any evidence addressing this? Mrs. Smith responded staff does not take a tally. Ms. Phelps again said she doesn't think it's fair to pick out these students and continue to refer to them as the discipline problems with the neighborhood and they are not sent anywhere, and if our schools are so good we need to address discipline problems across the district, and she encouraged board members to support the substitute motion.

Mrs. May stated echoed her support of the comments made by the maker of the motion.

Mrs. Armstrong stated that the board has made this an issue where there should not be an issue, because as the attorney said this is a privilege to attend any school outside of your neighborhood school, for any reason. Mrs. Armstrong said in Bossier, there would not be a choice of magnet or any other choice, but Caddo does offer this privilege. Also, as Mr. Rachal stated, it is a privilege to lose and a student has four opportunities before losing that privilege and going to an alternative school or returned to the neighborhood school. She said it seems by some reason

parents would let their children know that they have been granted a privilege to attend the magnet, or to attend a certain school a M to M, hardship, curriculum, or medical transfer; but, they risk losing that privilege if they don't act properly. Mrs. Armstrong also stated that if a student is acting up after four chances, they are not going to act right anywhere they attend. She said she believes parents need to be accountable. Mrs. Armstrong said she asks the question on whose side is the board continuing to hash out this issue, because it certainly isn't supporting what's best for students, and it is not supporting our staff when we do not hold the parents and students accountable, because by supporting our staff, she believes we support the most children who are in school to get an education. She encouraged the board to support the revisions and if the board wants to come back and address the case for a unitary school system, that can be done at a later time. She said it is a good policy that supports our staffs at our schools and hopefully gets discipline under control by making students accountable for their actions.

Mr. Abrams clarified that if the substitute motion passes the way it is worded, it is inconsistent with the policy and explained that the last two paragraphs basically say if a student is expelled, they shall be returned to their neighborhood school in the school's attendance zone, so if the maker of the motion did not intend to do that, it will do that. Also, he explained that the substitute does not really fix anything, and the policy also states that the student must complete two full semesters at the neighborhood school with a satisfactory discipline record before they can go back. He also stated that the first paragraph states "shall either be expelled to an alternative setting and the "or" is still there. Ms. Phelps said she needs to make a correction, and *moved to approve the motion for Policy JECC as submitted, with the omission of the statement that M to M students will be expelled and then returned to their home school.* Ms. Phelps stated that she believes the problem should be addressed and the student is returned to the school expelled from, just as when a student in a neighborhood school is expelled, they are returned to their neighborhood school.

*Mr. Burton called for the question on the substitute motion and the motion. Motion seconded by Mrs. Hardy and carried with Board member May opposed. Mr. Rachal was absent for the vote.*

*Vote on the substitute motion failed with Board members Riall, Hardy, Burton, Crawley, Crawford, Ramsey and Armstrong opposed, and Board members May, Phelps and Priest supporting the motion. Mr. Rachal was absent for the vote.*

*Vote on the main motion carried Board members May, Phelps, Priest and Bell opposed, and Board members Riall, Hardy, Burton, Crawley, Crawford, Ramsey and Armstrong supporting the motion. Mr. Rachal was absent for the vote.*

## **SUPERINTENDENT'S REPORT**

Superintendent Dawkins announced that regarding the Greenwood Adult Education Program, he will be meeting with the Mayor of Greenwood and others to discuss how we can make this happen. Mrs. Bell indicated she would like to be a part of this meeting.

Dr. Dawkins reported that the 621 Kings Highway property is adjacent to C E Byrd High School that has been offered for sale and staff has begun discussions with Summer Grove Baptist Church, owner of the property, and if the board is interested in pursuing this, staff will take this to the owners. He said his recommendation is that we look at purchasing it at its appraised value to ultimately clear some land for additional parking at Byrd High School.

Regarding the Rutherford House, the superintendent reported that he received some additional information today prior to the meeting in regard to this; and upon review, he will come back to the board with additional information. Mrs. Bell indicated her desire for the superintendent to explain the Rutherford House to her.

Dr. Dawkins also announced staff will come back to the board at next month's meeting with a recommendation for a pay increase for staff and will provide an outline of the proposal well before the July 21 meeting.

The superintendent also shared with board members an updated Org Chart based on Central Office staffing.

## ANNOUNCEMENTS AND REQUESTS

Mrs. Armstrong stated that when the board went to the current legal services, quarterly reports were made to the board; however, the board has not received these in some time. She asked for an update on the status of all legal cases, who they are assigned to, when were they assigned, the type of case, the projected cost to settle immediately or defend. She also asked for an annual report for 2008-09 on all the above and any other legal associated fees because she went back and pulled the 2003-04 budget and the actual cost for legal fees was \$517,387 and the actual cost for 2007-08 was \$695,944, which is an increase of \$178,557 in four years.

Mrs. Armstrong also requested regarding special education classes the number at which schools (elementary, middle and high), the number of students per class, their exceptionality, the projected changes for 2009-2010, including the fall semester projections.

Mrs. Crawley asked that an item be placed on the agenda in July to “Negotiate the Possible Purchase of 621 Kings Highway with Summer Grove Baptist Church”.

Ms. Phelps asked for an item on the agenda in July regarding a “Name for the New Linwood School”.

Ms. Phelps also thanked CFT for the ads of support.

Ms. Phelps also asked for an agenda item “Letter of Application” for employees applying for positions, and she would also like an agenda item on the Evaluation Form.

Ms. Priest asked for an agenda item on Gateway programs at Broadmoor, Oak Park, Mooretown and Sunset Acres. Ms. Priest also thanked Mrs. Bell for requesting a report on the number of transfers and why, where to and where from. She referenced an April 10, 2008 letter on Gateway and questioned the number of students at three and six in some of the Gateway programs, and why when she requested similar programs at Mooretown, Sunset Acres and Oak Park, she was told there weren’t enough students to make a class. She believes the information provided is a good point to start.

Mrs. Bell thanked staff for the numbers on the Gifted Enrollment and she also is looking at the numbers and asked that someone explain to her the evaluation guidelines for principals, administrators and teachers – how do we evaluate these employees and what tools are used? She said she is concerned that we would not have so many teachers and principals if the evaluation tool is used in Caddo’s policy.

Mrs. Bell also asked for information on the program at Rutherford House and how do the students get grades?

Mrs. Bell also asked that staff provide in August the number of students under the M to M, hardship, medical, curriculum, and magnet component transfers.

Mr. Riall expressed appreciation to the CFT for their ads of support. He also noted that the superintendent met today with Mr. Breann Williams from the Rodessa area who is an Army veteran that has established a non-profit group called Kind Incorporated and they offer tutoring to students in the rural schools who are having difficulty passing tests and have been working with the Vivian School and more recently the Mooringsport School. Mr. Riall explained that Mr. Williams’ Mother is running this program while he is in Iraq for four months at a time and he is financing this program 100% on his own. He said he believes this program will be beneficial in the rural area.

Mr. Ramsey asked staff and the board attorney to review the policy involving suspensions and threats and battery, etc. and consider utilizing additional staff along with a hearing officer to determine disposition. He said he doesn’t know what the policy says or if there is a policy, but this seems to be an issue more and more frequently.

Mrs. Bell announced she will meet with the Human Resources staff at 10:00 on Monday to hear an explanation on staffing.



**EXECUTIVE SESSION**

*Ms. Priest moved, seconded by Mrs. Hardy, to go into executive session for up to 10 minutes for the purpose of Lisa Richardson v. CPSB. Vote on the motion carried and following a brief recess, the board went into executive session at approximately 7:43 p.m.*

The board reconvened in open session at approximately 8:22 p.m.

**Adjournment.** *Ms. Priest moved, seconded by Mrs. Crawley, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 8:23 p.m.*

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita Crawford, President

**June 30, 2009**

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, June 30, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Eursla D. Hardy, Willie Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Barry Rachal (arrived at 4:40 p.m.), Larry Ramsey (arrived at 4:48 p.m.), Ginger Armstrong and Dottie Bell. Also present were Dr. Gerald Dawkins, secretary, and Reginald Abrams, legal counsel. Mrs. May led the prayer and Pledge of Allegiance.

#### **NEGOTIATIONS REGARDING THE PURCHASE OF 621 KINGS HIGHWAY**

*Mrs. Crawley moved, seconded by Mr. Burton, to approve the purchase of the property at 621 Kings Highway for \$50,000 provided that this is less than the appraised value and that a resolution for purchase be presented to the board in order to actually purchase the property. Vote on the motion carried unanimously.*

#### **UPDATE ON STATE ASSESSMENTS**

Superintendent Dawkins stated that as promised the staff is bringing the board up to date on the Spring assessments, an overview of the results and a status on where the district is at this point. He announced he will begin to bring the board similar type reports and information on a quarterly basis on the efforts focused on the academic achievement of all students in Caddo Parish and in every school. Dr. Dawkins also announced he will work with the board president to schedule more frequent meetings in the area of academic achievement.

Rosemary Woodard, testing/evaluation specialist, shared with the board a copy of the powerpoint presentation as well as the data released by the State Department approximately one month ago, and noted the common misconception that as soon as the test results are released, we have School Performance Scores. She explained that a lot of time is spent cleaning up data and the results before the School Performance Scores are provided to the District sometime in August. She also explained that we can look at the performances of the schools by looking at the results in general terms and is what she will be sharing with the board today.

Mrs. Woodard shared with the board the increase in numbers of students scoring Basic and Above, and the measure of a student's success is scoring Basic on the state test that is related to acquisition of the grade level expectation; and anytime the number of Basic and Above students increases, it means we are doing something good. She also noted the District is showing more increases than decreases, with the biggest increase being 10 percentage points (% of students scoring Basic and above) in the GEE test. Mrs. Woodward explained the State Department changed the testing, because of the annual change in the accountability system, because in 2006 the iLeap was created, which is a criterion reference test that measures the students acquisition of the skills they should have acquired at the third grade level, and it gives a national percentile rank for grades 3, 5, 6, 7 and 9, as well as the percent of Basic and Above (criteria part). She noted the data reflects some up and down numbers between 2006 and 2009 relative to the percent of students scoring Basic and Above, but Caddo is right at 60% of the students scoring Basic and Above, which declined but is now going back up. Mrs. Woodward announced these are parish numbers, but the school by school breakdown is provided in the material presented.

At the 4<sup>th</sup> Grade high stakes testing level, Mrs. Woodard stated that Caddo, for the most part, improved in every subject area from 2006. She noted the "dip" in the results at the 5<sup>th</sup> grade level, and the significant increase at the 6<sup>th</sup> grade level, explaining that the scores at the 5<sup>th</sup> grade level are not rolled into the School Performance Scores as significantly as the 4<sup>th</sup> grade, and following the "dip" at 5<sup>th</sup> grade level, it is reflective in the 6<sup>th</sup> grade scores. She also added that in the past the State did not count the 5<sup>th</sup> grade test as weighted in the School Performance Scores as at the other grade levels, and now it is significantly weighted.

Mrs. Woodard also noted the drop in the 7<sup>th</sup> grade scores, but the fact that 7<sup>th</sup> grade has remained relatively stable with some slight improvement over time. She added that the middle school problems traditionally are the lowest performing groups statewide and nationwide and are where differentiations in instruction are needed. She explained the percent of Basic and Above at the 8<sup>th</sup> grade level is lower than what these students were performing at the 6<sup>th</sup> and 7<sup>th</sup> grade level

and noted that the 8<sup>th</sup> grade test is a cumulative test, a benchmark test, for testing everything a student has learned to that point (high-stakes test). At the 9<sup>th</sup> grade level, improvement has been seen, but there also has been some up and down activity.

Regarding the increase in the GEE testing, Mrs. Woodard noted that during the first year (2006), the District experienced a drop in 2007-08; however, in 2009, the numbers reflect an increase. Also, the iLeap provides a national percentile ranking comparing students in Louisiana to the Nation and the national average is 50%, and anytime our students score Average or Above, they are technically on target.

Additional numbers Mrs. Woodard shared with the board were those in high stakes testing and those promoting the first time they take the test, and reported that at the 4<sup>th</sup> grade level, the District numbers reflect 76%, with this number increasing every year. At the 8<sup>th</sup> grade level, she reported that the first-time test takers are at the highest percentage ever (63%). Regarding ACT scores in Louisiana, Mrs. Woodard reported Caddo has traditionally outscored the state average.

Mrs. Woodard and Leisa Edwards highlighted efforts in the area of remediation including Fabulous Fridays, Wacky Wednesdays, Terrific Tuesdays, etc. where test-taking blocks were built into the day, which they believe helped tremendously. Additional in-school remediation initiatives were implemented and also have helped tremendously. Ms. Phelps inquired if Fabulous Fridays, for example, were only for the middle schools, and staff responded that was correct. Ms. Phelps also expressed concerns she had in this area this school year, and how she finds it difficult for a regular Social Studies teacher to do a Fabulous Friday in math or another subject, and be beneficial. Mrs. Woodard explained that Fabulous Friday is more about test-taking skills than teaching content and she understands when you move people from their comfort zones, it does become stressful, but it is doable; because one can take a test in Physics knowing test-taking strategies and as a result do fairly well on it. She explained that the Fabulous Friday is very scripted and is written to explain to a student if they see something a certain way, how it will look on the assessment. Ms. Phelps said she doesn't understand why the different teachers were chosen, and Mrs. Edwards explained that relative to Fabulous Fridays an activity period schedule was used which the teachers and students are accustomed to this. She added the reason for mixing up the teachers was to let them see literacy across the content, and the main teachers (for example Social Studies) taught the Social Studies content, but when they went to the rotation groups, they focused on test-taking strategies and not the content. Mrs. Edwards stated staff really believes the Fabulous Fridays were successful because the students were able to get the big picture of literacy and how it can help you in all content areas. From the state level, Mrs. Edwards explained the attempt is to get the Districts to show how math is related to science and how Social Studies is related to English Language Arts. Mrs. Edwards reported that before implementation of the Fabulous Fridays, training was provided for the teachers and assistant principals. Ms. Phelps asked if it was the teachers who were to get the literacy across the board? Mrs. Edwards explained the teachers are being trained along with their content supervisor on literacy and numeracy across the curriculum, and prior to implementation, training was offered to the assistant principals and teachers. Ms. Phelps asked if there is a reason why we chose teachers from an area outside their content area? Mrs. Edwards explained that students were placed in 15 to 1 group rotations, so there were only a few instances where a Social Studies teacher did not have a Social Studies group, and shared the example where a PE teacher or Librarian might teach. Ms. Phelps noted that maybe the concerns expressed from teachers in District 6 did not make it to Central Office and that the children blamed it on the Superintendent. Ms. Phelps asked about the length of time for the rotations because she did hear concerns that the time allotted did not allow enough time to teach a skill. Mrs. Woodard added this is a research-based program and she can provide the research that supports its success.

Mrs. Crawford stated that students' responses are different to different teachers, and Mrs. Woodard agreed. Regarding ACT, Mrs. Crawford asked if statistically there is much difference when talking about 3/10s of a point. Mrs. Woodard responded that in a statistical analysis, it would not be a significant number, but it is good when we out perform the state average.

Mr. Rachal stated he has discussed this with Superintendent Dawkins he has learned if you practice test-taking, you will become better at it. Mr. Rachal noted his interest in the cost to implement something so all the students had this opportunity. Dr. Dawkins responded that there are certainly resources on Caddo's campuses as well as other schools in the area. He also stated that there are some districts who give the ACT to every child and there is research to support if

you take the test more than one time, you increase your chances. He added staff will look at this because whatever we do, it is to give every youngster every opportunity possible to succeed. Mr. Rachal stated he believes there is power in numbers and if we negotiate for these courses or exams, we could take advantage of a significant discount and possibly increase our scores 2-3 percentage points. Ms. Phelps referenced comments made in a retreat a couple of years ago relative to increasing the ACT numbers and why we were no longer offering ACT prep courses. She said she looks forward to receiving this information and that if there is a cost issue, she believes we would be surprised at the number of parents who would pay for prep courses if it is less than the fee at LSU or another area college, and she thinks this is something we should offer. Dr. Dawkins responded he believes Caddo offers it in a limited way and will bring the status and what it could be if the District decides to pursue. Mrs. Woodard added this is a school function and there are some Saturday sessions scheduled through the Counselors' offices. Ms. Phelps said her concern is that it's not consistent across the district.

Mrs. Woodard highlighted the graduating seniors, the number of students who did not graduate because of Carnegie Units, those who did not graduate because of the test only, and excuses parents present when they do not graduate, i.e. lack of credits, test keeping them from graduating, or a combination of both. She encouraged the board members to look at the percentage of students who did not graduate versus the number of students who did graduate. Ms. Phelps also asked about the students who eventually drop out because they cannot pass the test and don't return to take the test, and how we track these students and encourage them to return? Dr. Dawkins agreed and explained this is why the Credit Recovery curriculum is being implemented, which is a more formalized way to track these students. Ms. Phelps asked if these students can only take the test when offered in the next year? Mrs. Woodard explained the students can take the test anytime during the testing window for the portion of the test they need. Mrs. Woodard also explained that it is a district function when anyone requests that we test, and GEE must be during the testing window. Ms. Phelps asked what if we are only doing the English part and the student needs Math? Mrs. Woodard explained the student would have to take it when it is being offered.

Mrs. Woodard stated there is a concern for the dropout number and referenced the number of students enrolled in the 2006-07 school year and the percent that did not graduate. She said at this time, staff has not received the new dropout numbers.

Mrs. Woodward also noted that in looking at the percentage of students scoring Basic and Above, from the 5<sup>th</sup> to the 8<sup>th</sup> grade, and that it is the same group of students, there is a decline in the numbers. She said she believes middle school is an area of emphasis and encouraged the board to realize in looking at these numbers that 5<sup>th</sup> graders (% of Basic and Above) declined. She said a lot of this number is adolescence, the change in how we are instructing students and transitioning them to the middle school years. Also Mrs. Woodard highlighted the progress monitoring aspect and that when looking at students, individual data driven decisions should be made. She said in looking to the future, these students need to be monitored more frequently and an attempt made to meet their needs, so that they too are at Benchmark closer to mid-term and not just at the end of the year.

Mrs. Antoinette Turner and Mrs. Wanda Gunn highlighted the steps that will be implemented with the Caddo Plan in order to meet the needs of the students, including (1) continue the strong focus on literacy and numeracy skills, (2) add an additional uninterrupted time to each of the Superintendent's Target Schools during the coming year, (3) guide the daily activities (instructional related and otherwise) that go on in the schools, (4) frequent monitoring on a student's progress, (5) implement instructional techniques based on the current research, and a safer environment and strong home school connections, and (6) strong instructional leadership in the schools. Mrs. Gunn explained that the schools who are at-risk of being placed in the RSD (other targeted schools) and are seeking assistance will be teaching the TargetTeach curriculum (27 throughout the District plus the nine) and will include on-site coaching for the teachers in the critical areas and as they monitor, the coaches will be able to provide the needed support and modeling. Mrs. Gunn said in addition, staff will be aligned so that additional school support can be provided. She said relative to the plan, school performance directors, along with content supervisors, instructional specialists, behavior interventionists, and pupil appraisal personnel will be available to assist them in these areas as teams. She added the teams will support, through the director's leadership, in all Caddo schools. Mrs. Gunn also reported that districtwide response to intervention will be implemented for strengthening the core instruction by providing the teachers

the support they need to help the students with their needs. She explained that strengthening the core instruction in every classroom and providing students with interventions they need will put us ahead. She also explained that a team of specialists will be assigned to schools that are in close proximity to each other to ensure the response time is as quick as possible. Dr. Dawkins confirmed that geographic location of schools will be considered in putting together these teams to help in the schools; and while they will have some functions at the Central Office, because in the efforts to serve the schools, staff will be organizing the available resources in such a way so that we can respond more quickly to schools and their needs.

Mrs. Turner added that Professional Development for administrators and teachers, informed instruction in the areas of assessment so we know what to do with data once it is received, data driven decision making differentiating between students who are ready to be accelerated and those who need to learn differently, team building and leadership development will all be a part of The Plan.

Mrs. Gunn stated that the team at the Credit Recovery and Career Development Center at Ingersoll will look at the over-age students and provide robust and formal credit recovery programs that will not be an option, and will have comprehensive assessments and placement and support for them to be successful. She referenced the numeracy initiative which is being pursued across every school. She said work skills training, career development center and full-service counseling and special education services will also be provided so the students do not have to wait to receive needed services. Dr. Dawkins announced staff will begin next week identifying the over-age children in middle schools first and then elementary schools to be prepared for the Ingersoll site in the fall, so we can begin to address their unique needs and to prepare them for success also. He said this will provide some relief to the elementary and middle schools. Mrs. Bell asked about the over-age students at the high school level? Dr. Dawkins responded that Hamilton Terrace and Ingersoll are the two sites and meetings have been held with staff this week for the programs at these two schools.

Dr. Dawkins stated he wants the board to know that some staff will make a follow-up trip to the University of Virginia regarding the establishment of a “dashboard” for the district where the District goals are in front of us at all times and the first goal is always the academic achievement of the students. He said staff plans to keep in front of the board on a regular basis how the District is doing not only with state assessments but also interim assessments, staff development, and every aspect of the organization.

Dr. Dawkins recognized Nadalie Thomas, retiring director of special education, and expressed appreciation to her for her work and wished her well in her retirement.

**Adjournment.** *Mr. Burton moved, seconded by Mrs. Crawley, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 5:25 p.m.*

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita Crawford, President

**July 21, 2009**

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 21, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Eursla Hardy, Willie Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Barry Rachal (arrived at 4:45 p.m.), Larry Ramsey, Ginger Armstrong, and Dottie Bell. Also present were Superintendent Gerald Dawkins and Legal Counsel Reginald Abrams. Mr. Ramsey led the prayer and Pledge of Allegiance.

### **CONSIDERATION OF MINUTES OF THE JUNE 9, 2009, JUNE 16, 2009 AND JUNE 30, 2009 CPSB MEETINGS**

*Mrs. May moved, seconded by Mr. Burton to approve the minutes of the June 9, 2009, June 16, 2009, and June 30, 2009 CPSB meetings as submitted.*

### **ESTABLISH AGENDA AND CONSENT AGENDA**

Superintendent Dawkins highlighted items for the board's consideration.

Mr. Riall stated that the North Caddo Medical Center school-based health program, who furnishes nurses for the schools in the northern part of the district, is applying for a grant and he is asking that an item be added to the agenda for the CPSB to provide a letter of support. President Crawford asked if anyone in the audience would like to make comments on this request. There being none, *Mr. Riall moved, seconded by Mr. Burton, that an item be added to the agenda that the CPSB provide a letter of support to the North Caddo Medical Center school-based health program. Vote on the motion to add the item carried unanimously.* President Crawford announced that Items 7.01-7.05, 8.01, 9.02, 9.05, 9.07-9.08, 9.11, 9.13, 9.18-9.19, and 9.21 are the Consent Agenda. Mrs. Crawford announced that Items 9.14 "Letter of Application" is pulled.

### **PRESENTATIONS AND RECOGNITIONS**

Burnadine Anderson, executive assistant to the superintendent/communications, recognized the following students and employees for accomplishments made this year. The president and superintendent greeted and presented each honoree with a certificate/award. Administrators, families and friends present were also recognized.

**2008 U.S. Presidential Award for Excellence in Mathematics and Science.** Kendra Renea Pullen was recognized as the winner of the 2008 United States Presidential Award for Excellence in Mathematics and Science. Mrs. Anderson announced that on July 9<sup>th</sup>, President Obama named more than 100 science, math and engineering teachers and mentors nationwide as recipients of two prestigious presidential awards for excellence. She shared with the board and audience that Ms. Pullen has worked on many committees throughout the district, played a major role in the Academic Celebrations, was Caddo's elementary teacher of the year in 2006, and she has taught 4<sup>th</sup> grade science and social studies for 10 years. Ms. Pullen will receive \$10,000 from the National Science Foundation to be used at her discretion and she will receive an expense-paid trip to Washington, D.C. for the White House Ceremony in the fall.

**Louisiana Middle School Principal of the Year.** Mr. Albert Hardison, principal at Walnut Hill Elementary/Middle School, was recognized for being named the Louisiana Middle School Principal of the Year on Friday, July 17<sup>th</sup>. Mrs. Anderson also shared with the board and audience that Mr. Hardison has taught in the Caddo Parish School System for 36 years, he has been the principal at Walnut Hill for 29 years, and has trained/mentored 50 individuals in the school system. Mr. Hardison has received \$1,000 and also \$2,700 for instructional aides for the school and for one year his staff will receive free coffee and cokes.

**Presentation by Stromile Swift.** Mrs. Anderson introduced Stromile Swift, 1998 graduate of Fair Park, who went on to attend Louisiana State University, was second overall in the 2000 NBA Draft by the Vancouver Grizzlies, and currently is a member of the Phoenix Suns in the National Basketball Association. Dottie Bell, chairman of the Stromile Swift Foundation Board, introduced the Foundation board members present at the meeting. In appreciation for what the

Caddo Public Schools did for him, Mr. Swift presented a \$500 check to the Caddo Parish School Board to help provide uniforms for the homeless students, and a \$1,000 check to Donna Marshall, principal at Fair Park High School, for educational resources at Fair Park.

Ms. Phelps, as president of the Louisiana School Boards Association, expressed her appreciation to Mr. Swift for remembering his school district in this way.

**Recess.** The president called a five-minute recess at approximately 4:55 p.m. and the board reconvened at approximately 5:00 p.m.

## **PUBLIC HEARING FOR NAMING THE NORTHWOOD BASEBALL FIELD FOR JAMES FARRAR**

President Crawford declared the public hearing open for naming the Northwood Baseball Field for James Farrar. Mr. Steve Riall stated that during the Spring, Northwood High School inducted four persons into the Sports Hall of Fame (Jerry Burton, Shannon Wall, Hal Sutton and Dr. James Farrar). He said Dr. Farrar was the beginning baseball and football coach at Northwood High School in 1967, coaching there for seven years, and in 1968 was named the Louisiana Sportswriters Class 2A Coach of the Year. Mr. Riall said while he was at Northwood he was a very informative, influential mentor to many students. There being no additional speakers, Mrs. Crawford declared the public hearing closed.

## **VISITORS**

Daryl Roberson, treasurer and president-elect of the Caddo Association of Educators, addressed the board in support of the proposed one-time employee pay supplement and encouraged the board to continue to support raising employees' salaries to be competitive with the surrounding parishes.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on the proposed pay supplement; and while employees appreciate this one-time supplement, they wished to encourage the board to continue to look at ways to enhance the salary schedules as Caddo continues to compete with surrounding districts in this area. Mrs. Lansdale stated that if Caddo is to remain competitive with the surrounding districts, it is necessary that the board look at some way to further bring up the local salaries. She shared that she hopes as the Superintendent's Advisory Committee begins again to meet in the fall that there will be an opportunity to look at the salary schedules and make recommendations. Mrs. Lansdale also shared with the board members a copy of legislative actions from the 2009 Legislature and highlighted actions relative to the appeals process BESE must have for those teachers that do not get certified, foreign certifications for teachers, physical education (k-8) must provide 30 minutes of physical education each day, and Act 256 (more physical assessments for students). She added there are some other changes in the health complex of the CPSB that the school nurses will need to be made aware of and changes in how tardies and habitual absences will be handled. Mrs. Lansdale said a major issue for the Federation is the fact that in the past students did not get credit when suspended, which is incorrect, as this has been changed, and will be based on what the teacher wants, what the principal says, and that it is satisfactory. She further noted that parents could be required to attend the Saturday and after school detentions; and if they do not, they can be referred to juvenile court where they may risk losing their fishing license, etc. Regarding disruptions at schools, Mrs. Lansdale stated that when a labor union pickets at schools, it is not considered (by law) to be illegal.

## **SUPERINTENDENT'S TARGET SCHOOLS**

Dr. Dawkins stated that the former Academically Unacceptable (AU) schools are now referred to as the Superintendent's Target Schools and Mrs. Turner, chief academic officer, has begun the meetings with principals. The superintendent also announced that Dr. Amy Westbrook will be Caddo's representative from the Recovery School District (RSD) to work with Caddo in establishing schedules for visitations to the Target Schools. Dr. Dawkins also announced that Mrs. Turner has spent time with this group of principals and everything is moving rather smoothly at this time in preparing for the start of school.

Mr. Abrams shared with the board that in the ongoing conflict with the RSD on if the contract will be with the RSD versus the Charter School operators, that it is his opinion that the Statute says the RSD will reimburse Caddo Parish System. He said the State Department has taken the position that the Charter provider will reimburse the Caddo Parish School System and that the contract will be between Caddo and the Charter provider. Mr. Abrams stated he believes Caddo has a good chance to win if action is brought against the RSD; however, he will always advise the client what is best for the client, and that we might possibly provide an invoice to the Charter providers and ask for reimbursement from the RSD based on when they make their adjustments. He also believes the Statute says they are required to reimburse us and this doesn't necessarily mean the reimbursement must come directly from the RSD, but it may be that it comes from the Charter provider. He explained that if we go through the process of allowing them to reimburse us, then it could mean that when the State decides to make adjustments in the future, they could make adjustments to where Caddo is cut out and Caddo would not even be aware of this, and this is a concern. Mr. Abrams explained that if you have a Charter provider and the contract states that payment must be made within 30 days, he believes we would see the funds within 30 days. However, if the cash does not come in within 30 days, we would put them on notice that we would stop providing the services, which could become a nightmare for them if they believe we will discontinue services (transportation, food service) for failure to provide payments to the Caddo Parish School System, and this could ultimately be a huge risk for the Charter provider. Mr. Abrams stated that he believes the district should proceed with following what is being done across the State and contract with the Charter provider and if they do not pay us, we will seek payment from the RSD by filing action against them. He added that any contract to be signed will be brought to the board for the board to see and approve before implementation.

Dr. Dawkins reminded the board that we currently do not have any contract with them, but have talked to them about the services they may want to purchase and are awaiting their response, with a proposal.

Mr. Rachal stated his agreement to the suggested recourse of pulling the services for non-payment and asked where in the contract with the state does it address this? Mr. Abrams said he does not believe we can actually pull the services, because the Statute says we are required to provide the services; however, it also says they shall provide reimbursement. He added if we are not being paid for the services, Mr. Abrams again stated his recommendation would be that we go to the court for relief, and that they will either pay for the services, or we stop services. Mr. Rachal also asked about the lag time and can the board authorize the Board Attorney to proceed in the event they do not pay. Mr. Abrams announced he will bring the contract to the board and within the contract there will be wording to this effect; and whenever a law suit is filed, the entity must approve the particular action and the board would have to call a special meeting for this purpose. Mr. Rachal asked if Caddo has any right to charge the Charter provider interest on any unpaid/past due fees? Mr. Abrams explained that he can look at including this wording, and Mr. Rachal said he would like to see it included. Mr. Rachal noted the contract with the RSD and if they request services, we shall provide them and if there is a timely manner in which this needs to be done, since it is only a month until school starts? Mr. Abrams explained they have provided an estimated negotiated cost of what they believe will be a budgeted item and the conflict has been that he told them Caddo does not intend to be reimbursed by a Charter School, but we intend to be reimbursed by the RSD, and it currently is at a standstill between us and the RSD attorney, because they have said they will not do it. Mr. Rachal asked if Caddo can place in the contract that in the event they do not pay, they are releasing their rights to the funds coming from the State directly to Caddo? Mr. Abrams said he will place this in the contract.

Ms. Phelps also stated she likes the idea that we enter into a contract with the RSD as she has heard Charter schools across the state are not paying reimbursements on time; and she feels if they are going to tell us what they are not going to do, then we as a district need to stand up regarding the services we are providing.

Mrs. Bell stated she and the Board President attended a meeting when both groups met and asked how, if they want to contract our buses, food service, etc., will this be addressed? She said she does not believe the District should release one bus to them on August 17<sup>th</sup> until we have a signed contract. Dr. Dawkins assured the board that before we enter into any contract, it will be brought to the board, and staff has met with the Charter providers and we are waiting on a proposal from them.



Ms. Phelps asked Mr. Abrams if we are still negotiating with the RSD and what direction did he need from the board for continuing to negotiate the contract with the RSD or the Charter provider? Mr. Abrams stated that currently there is no negotiation with the RSD because they have decided they will not. Ms. Phelps asked if this is the case, what if the District decided not to enter into the contract. Mr. Abrams explained that the issue becomes getting reimbursement because the Statute states we shall provide services. Ms. Phelps stated that Mr. Abrams said they have a choice not to pay us (the local District). Mr. Abrams explained that is not what he said, but he said that Caddo has no choice in providing the services, and it is only a matter of who we receive reimbursement from; and his recommendation is we will have two sources of income – (1) from the one who signs the contract and (2) from the one by State Law who is required to reimburse the District. Ms. Phelps said her concern is getting the money on time, because we are already out the money paying for all the fees, etc. and if they are three months behind, this is a lot of money. Mr. Abrams added that the goal will be if they get behind, we will demand that the RSD, as well as the Charter provider, make payment; and if they do not, we would go to court for a relief from the obligation to provide the services. Ms. Phelps noted that the Charter systems across the state are all behind.

Mr. Rachal asked about the frequency of invoicing the Charter providers? Mr. Abrams responded monthly, to be paid within 30 days, and is what they committed to in the meeting. Mr. Rachal noted the fact that Caddo will be out the expense for 30 days, and an additional 30 days that the Charter has to reimburse us for those expenses, which means Caddo could be 60 days before we can do anything. Mr. Abrams agreed, but then send it to the RSD for reimbursement. Mr. Rachal asked if we should consider billing them in smaller increments and them earning the right to a 30 day time frame to reimburse us. Mr. Abrams said we will also have to get them to agree to it and if interest is placed on the unpaid balance, this could mean a lot of money. Mr. Rachal asked if there is a ballpark number of what this will cost the District on a monthly basis or at least the first 30 days of operation?

Mr. Lee answered the annual fixed cost is predicted to be \$2 million, and billing them less often than monthly is not doable because much of it will be support staff that we pay monthly. Mr. Rachal asked Mr. Abrams if the local constituency could pass anything stating that no local collected taxes would go to privately operated schools? Mr. Abrams responded that since Mr. Rachal is asking for his legal opinion, he will later provide him one.

Mrs. Bell asked the superintendent how much does the state pay us for each student? Mr. Lee responded it is between \$4,000 and \$5,000. Mrs. Bell stated she knows they are paying the Charter \$10,000 per student and she believes this is discrimination, and asked staff to justify to her Caddo paying for the custodian or the bus driver and why we can't bill them? Mr. Abrams responded that this is a reimbursement and we will bill them for the cost. Mr. Abrams further explained part of that money is Federal dollars and Mr. Lee's response was the MFP dollars.

## **CONFIRM THE CONSENT AGENDA**

*Mr. Burton moved, seconded by Mrs. Crawley, to confirm the consent agenda (7.01-7.05, 8.01, 9.02, 9.05, 9.07-9.08, 9.11, 9.13, 9.18-9.19, and 9.21). 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.** The board approved the following personnel recommendations and administrative appointments as recommended by the superintendent and included in the mailout: Mia Brooks-Cooper, principal, Atkins Elementary School; Tasha M. Robinson, assistant principal, Northwood High School; Howard Clayton, assistant principal, Hamilton Terrace Learning Center; and Kenneth Coutee, assistant principal, Ingersoll Credit Recovery and Career Development Center.

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

#### Certified

Leave Without Pay, July 27, 2009-June 2010

Daniel, Dr. Perry, assistant principal, Fair Park College Prep, 13 years

Leave Without Pay, July 1, 2009-July 1, 2010

Grant, Ginger, Content Coach, Queensborough Elementary, 8 years

Leave Without Pay, August 2, 2009-June 5, 2010

Jackson, Pamela, Teacher, Huntington High School, 6 years

**7.03 Other Personnel Transaction Reports.** The board approved the other personnel transaction reports for the period of May 23, 2009-June 25, 2009 as submitted in the mailout.

**7.04 Approval of Job Descriptions.** The board approved job descriptions for the Director of Assessment and School Support and Numeracy Coach as submitted by the superintendent in the mailout.

**7.05 Approval of Renewal of Promotional or Administrative Appointment Contracts.** The board approve the promotional or administrative appointment contracts as recommended by the superintendent and submitted in the mailout.

### Item No. 8

**8.01 Bids (Purchasing).** The board approved the following bids as recommended by the superintendent and submitted on the bid tabulation sheets: (1) Foremost Dairy totaling \$2,290,019.00 for Milk and Dairy Products; (2) Foremost Dairy totaling \$352,800.00 for Fruit Juice; (3) Anaconda Sports, Inc. totaling \$338.00; Gregg United Sports, Inc. totaling \$92.72; Moore-Sigler Sports World totaling \$11,583.50; Riddell totaling \$495.00; S&S Worldwide totaling \$461.88; and Steadman's Sports Center of LA totaling \$8,254.50 for Athletic Equipment for new Middle Schools; (4) Lott Oil Company totaling \$5.29 per gallon for Engine Oil; and (5) Ensemble Office Essential totaling \$11,608.30 for Printer Supplies for All Schools.

### Item No. 9

**9.02 Louisiana Compliance Questionnaire.** The Board adopted the Louisiana Compliance Questionnaire as submitted in the mailout.

**9.05 Resolution for 739 Kings Highway Property.** The board approved the resolution authorizing the purchase of the property located at 739 Kings Highway for the sum of \$75,000 and authorizing the president to execute any and all documents necessary and proper to complete such property transaction. A copy of the resolution is a part of the permanent file records for the July 21, 2009 meeting.

**9.07 Resolution of CPSB Regarding Workforce Investment Act Funds at Hamilton Terrace School.** The board approved a resolution authorizing the superintendent to sign any and all contracts and/or agreements with the City of Shreveport for implementing the Workforce Investment Act grant awarded to Hamilton Terrace Learning Center. A copy of the resolution is a part of the permanent file records for the July 21, 2009 meeting.

**9.08 Special Education Interagency Agreements and Contracts.** The board approved the Special Education Interagency Agreements and Contracts which make it possible for the Caddo Parish Special Education Department to offer required services to students with disabilities residing in the parish.

**9.11 Adult Education Class at Greenwood.** The board approved beginning an Adult Ed Program in Greenwood as recommended by staff and submitted in the mailout.

**9.18 Project Lead the Way.** The board approved the agreement between Project Lead the Way and the Caddo Parish School Board to establish a working relationship focused on implementing an engineering and technology curriculum beginning in SY2009-10 at Booker T. Washington High School, Captain Shreve High School and Youree Drive Middle School.

**9.19 Revision to CPSB Policy GCO/GCCA.** The board approved proposed revisions to CPSB Policy GCO/GCCA as submitted and placed at board members' stations.

**9.21 Letter of Support for North Caddo Medical Center.** The board approved a letter of support for the North Caddo Medical Center school-based health program.

## **APPROVAL OF ENTERPRISE RESOURCE PLANNING RFP HUMAN RESOURCES/PAYROLL/FINANCE**

*Ms. Priest moved, seconded by Mrs. Crawley, to approve the proposal of SunGard Public Sector, Inc. for Enterprise Resource Planning RFP Human Resources/Payroll/Finance as indicated on the bid tabulation sheet and submitted in the mailout. Mr. Rachal asked about the RFP? Mr. Lee explained that the RFP went out a few months ago and based on the proposals received, this is staff's recommendation. Vote on the motion carried unanimously.*

## **RECOMMENDATION OF DESIGN PROFESSIONALS FOR 2011 PROJECTS**

*Ms. Priest moved, seconded by Mrs. Crawley, to approve the Design Professionals for the 2011 Projects as submitted in the mailout. Ms. Priest stated that she requested additional information from the Construction/Capital Projects staff beyond just providing a list of projects and the design professionals and asked that staff provide information relating to meeting the Opportunity Caddo criteria and minority participation with subcontractors, minority employees, etc. Vote on the motion carried with Board member Crawford opposed.*

## **RECOMMENDATION OF DESIGN PROFESSIONALS FOR WIRING INFRASTRUCTURE**

*Ms. Priest moved, seconded by Mr. Rachal, to approve Purtle & Associates as the design professional for wiring infrastructure at various schools. Ms. Phelps asked why were the schools not named? Steve White, director of capital projects/construction, explained that the schools were not named as this is the remainder of schools in Caddo Parish outside the Superintendent's Target Schools, and stating various schools only saved space from listing all the other schools in the parish. He added that this completely encompasses all schools within the parish to bring the technology level up to par. Ms. Phelps asked staff to explain when these projects will begin? Mr. White responded that design would begin immediately with the first step being to address the high schools and middle schools in order to address the need for additional computers for state testing, and the second phase will be to address the elementary schools. He stated he anticipates the design time to take approximately three months (one month of advertising, one month to get the contract in, and work beginning around January). Ms. Phelps asked if the Target Schools are complete? Mr. White said they are not complete, but the projects are ongoing, with completion scheduled for the beginning of school. Ms. Phelps stated that she understands the Target Schools were addressed in The Caddo Plan; but if we are going to put wiring in all the schools, she asked the superintendent why we are not waiting until we receive the Infrastructure Report? Dr. Dawkins explained that the process will not start until that report/study is complete; and the soonest we would be able to begin on the schools outside of the Target Schools would be January-February. He said the current focus is to complete the Target Schools and the remaining schools will not be affected until this information is received in the fall. Ms. Phelps asked about the necessity to approve this at this time. Dr. Dawkins responded he believes it is necessary for the board to approve at this time. Ms. Phelps asked the superintendent if he will bring to the board what schools we may not do? Dr. Dawkins confirmed that is what will be done. Ms. Phelps encouraged the superintendent to do so, because she would like to know what schools will not be included, and is her concern that monies might be put into schools that we could possibly not be using. She added she thought the infrastructure study would have been completed before we began putting in wiring. Dr. Dawkins added that staff will not do with this as was done with the air conditioning, and will not start until this information is received. Again, Ms. Phelps asked about the reason for approving this now? Mr. White explained it is so the design phase can get ahead and be ready to move forward. Ms. Phelps asked if the district is currently being charged for the designs? Mr. White explained that the design fee is based on a Louisiana State fee curve and based on the project, there is a mathematical formula based on the cost of the project of what the designer is allowed to charge as a fee. Ms. Phelps asked if it is correct that if we do not use one of the schools and will no longer be using that building, will we not be charged the fee or it would be reimbursed? Mr. White responded that is correct and there may be some minor cost for some preliminary investigation work, and every project must be brought back to the board for approval of the overall project. Vote on the motion carried unanimously.*

## **NATIONAL BOARD CERTIFIED EMPLOYEES**

*Mrs. Crawley moved, seconded by Ms. Priest, to approve paying the full \$5,000 supplement to National Board Certified teachers and counselors and that the supplement not be paid to the psychologists, social workers and speech pathologists until a grant award letter providing for the funding is received.* Ms. Phelps asked if staff is working on the grant? Dr. Dawkins responded that it's once we get the grant money from the state. Ms. Phelps stated we know that is not coming real soon and with the other certified employees having been compensated in the past, she asked if staff could look into additional sources? The superintendent responded that staff can, but this grant speaks specifically to the state. Ms. Phelps said she understands that we can only do what we can, but having received letters from many of the employees, she would like them to know that staff is looking at additional funding. Mr. Rachal stated that he too has received phone calls, letters and emails and has discussed some of his issues with Mr. Lee, and asked him to explain it to the board. Mr. Lee explained that the board could possibly get into a supplanting issue which means we would be picking up where the state promised and has dropped the ball, and could be liable if they never fund these groups again, to fund it forever. He said his recommendation is to wait and see if the state provides the funding for the remaining three groups, because he understands it is in the budget, but they are looking for a way to find the money for it.

Mr. Riall asked, based on the wording of the motion, if we won't pay the supplement until a grant award letter providing the funding is received and if the superintendent said staff is looking at other resources? Dr. Dawkins clarified staff did not say they were pursuing other resources, but Ms. Phelps requested staff to do so, and the grant award letter is what staff is waiting to receive. Mr. Riall asked if this motion passes based basically on a grant award letter being received, will that rule out any other monies we might receive for this? Mr. Abrams explained it would not, because the motion states that the district will only pay the National Board Certified teachers and counselors the first \$5,000 and the board can always come back and pay the others when it receives the funding.

Mrs. May asked staff when will notification be received? Mr. Lee said he believes October, but the issue is up to the Department of Education and before they send us a grant award letter, they will have to find the source of funding. *Vote on the motion carried unanimously.*

## **10 POINT GRADING SCALE**

*Mr. Rachal moved, seconded by Mrs. Crawley, that the grading scale be changed to a 10 point scale as stated in the mailout.* Mr. Rachal stated that it has always bothered him for a student who makes a 92 to receive a B, when in higher education, it's a 10-point scale. He said he believes there is justification to make this change and it is the right thing to do. Mrs. Crawley stated that staff has expressed agreement with the 10-point scale and as a teacher, she knows the bigger grading scale provides a test of a higher order of thinking and is why she supports this motion. Ms. Phelps asked staff about the rationale for changing the grading scale to what is currently in place? Mrs. Gunn indicated she was not aware why it changed. Mr. Burton expressed appreciation to Mr. Rachal for bringing this motion and his agreement for moving in this direction. Mr. Rachal added that our students are competing with other students across the country and their GPA is heavily looked at; and while it is not the only determination, we may never know the number of students who made 92s all through high school and were deemed a 3.0 student versus a 4 point and what they lost out on. Hopefully, this change will be an added benefit to assist our students to get into college. Mrs. Bell too expressed her appreciation for this motion. *Vote on the motion carried unanimously.*

## **6<sup>TH</sup> AND 7<sup>TH</sup> GRADE FESTIVAL PROJECTS FOR THE "NEW LINWOOD" AND CADDO MIDDLE CAREER AND TECHNOLOGY CENTER IN DISTRICT 6**

*Ms. Phelps moved, seconded by Mrs. May that a 6<sup>th</sup> Grade Social Studies Renaissance Fair and 7<sup>th</sup> Grade Colonial Days Fair modeled after Caddo Middle Magnet be implemented in District 6's "new Linwood" and Caddo Middle Career and Technology and that the same program from SciPort for Science be implemented at the Multi Cultural Center of the South for the middle school Social Studies students in Caddo Parish.* Ms. Phelps stated she has been requesting for this to be implemented for the past three years, first districtwide for all middle schools. She said she didn't understand where the breakdown occurred, but knowing that every school is different

and every PTA is different, she knows that what may be at Linwood may not look the same at CMCTC, but she believes the concept is the same for what students are studying and learning in both grades. She asked for the board to support this motion as well as the concern and desire from parents to do these type things in all Caddo schools.

Superintendent Dawkins asked for clarification and if parents and faculty members, based on expertise and interest, decide to do an Art Fair, will this motion prohibit them from doing so. Ms. Phelps said they can do anything they want, but she is asking for the Renaissance Fair and Colonial Days Fair as it relates to the curriculum. Dr. Dawkins asked about the expertise and interest not being there from parents and staff, and Ms. Phelps said she hopes it will be since it is a part of the curriculum; and she believes the expertise is there and is why she said if one school is doing it, then the other schools can do the same, even though it may not be the same level or the exact same thing. She added if she needs to explain the fair to the board, she will be happy to do so. Dr. Dawkins asked if this motion limits it to the Renaissance Fair? Ms. Phelps said that is correct and the Colonial Days Fair which is for 6<sup>th</sup> and 7<sup>th</sup> Grade (6<sup>th</sup> Grade for Renaissance and 7<sup>th</sup> Grade Colonial Days), and is an enhancement to what they are already learning in the textbooks. Dr. Dawkins asked if someone wanted to do a Science Fair, for example, instead of the Renaissance or Colonial Days, can that be done. Ms. Phelps said it can be done, but not in lieu of the Renaissance or Colonial Days and her motion only addresses these two festivals.

Mrs. Armstrong state her appreciation for Board member Phelps' desire to have these types of initiatives; however, having seen what it takes to put on one of these type festivals, she has a great concern for the burden and challenge that would be put on the staff. She noted that even with new schools, it doesn't mean that the parental support will be there and you cannot put on one of these type fairs without a tremendous amount of parental and community support. Mrs. Armstrong also stated that she has a concern about the commitment needed from staff for events of this caliber, and referenced the annual festival that Board member Dottie Bell organized and other initiatives that died once the teacher that had the commitment and desire to make it successful retired. She said there can be any number of culminating activities and they are going to be diversified according to what a teacher's particular strengths might be. Mrs. Armstrong said she loves the ideas, but she has a concern about the board dictating to staff what we want to see happen and we should give our staff, teachers, supervisors and others involved in planning such an event more leeway and not be as specific with what programs they have.

Mrs. Bell asked the maker of the motion if she is only asking this for the "new Linwood" and CMCTC? Ms. Phelps responded that is correct and the fairs are just for District 6, but is left open for the Multi-Cultural Center of the South. Mrs. Bell stated that she likes the idea, but she too has concerns, because she did her annual festival for 18 years and left everything for the new teacher and this project died. She said these events take a lot of work and money, and she doesn't know if the energy is there to do what needs to be done to make such an event successful. Mrs. Bell said she would like to see if the commitment is there before the board approves this. Regarding the Multi-Cultural Center, she agrees that all the 6<sup>th</sup> graders need to experience this as part of the curriculum.

Mr. Burton stated his appreciation for the enthusiasm for District 6; but also shared his concern with the idea of the board telling these schools and staff they will implement certain projects when he believes programs should originate from the curriculum experts since they are the ones accountable. Mr. Burton stated he cannot support the board telling the schools and staff what programs they will implement and encouraged the maker of the motion to look at a different route. He asked the superintendent to respond to the accountability of this board issue. Dr. Dawkins stated that he certainly supports culminating activities; however, he would like for the principals and staffs to have the flexibility to use their expertise to have the best programs possible, which could be the Renaissance Festival or something else. Mr. Burton added that he believes the proposals for these programs must come from those who are willing to do it and make the commitment to the time it takes to make these programs successful.

Mrs. Crawley stated she believes there is an assumed statement at the end of this – "to the best of their ability", and not that it is expected to take the Renaissance Fair and Colonial Days Fair and exactly duplicate it at these other schools. She said she taught for many years and there were ideas such as this that teachers were required to do. Mrs. Crawley noted the fact that Ms. Phelps has been talking about doing this for two to three years and while she doesn't want to tell staff what to do, she does believe you can make an expectation and not tell them it has to look exactly

like something someone else is doing. Mrs. Crawley stated that just because a school is socio-economically deprived doesn't mean we should have lower expectations, and she believes if the board puts out positive expectations and feedback, the schools will respond and do the project to the best of their ability.

Mrs. May said she believes "variety is the spice of life" and we need variety in our educational system. She stated her support of the Social Studies and Science fairs, and there may be teachers at particular schools who are interested in the proposed culminating events. Mrs. May shared her experience when teaching and programs she implemented to help students that did not continue once she left, and stated her support of the motion.

Ms. Phelps shared her appreciation for everyone's comments, but as the representative from District 6, she has had communication with those in her district over the past three years regarding what can be done in their schools. She said what she did three years ago was ask staff to sit down with the principals and share these ideas, and from the information she has received, she doesn't believe this has been done. Therefore, if it takes her bringing a motion to make this happen, that is what she has decided to do. She only wanted staff to present the information as an idea of what these schools could do as a culminating event. She said she is not asking for anyone to go out and spend money or duplicate exactly what Middle Magnet has done, because the concept is there, and she is appalled that she is hearing concerns about what cannot be done when we are supposed to be encouraging students everyday about what can be done. She said she is only asking that the concept be shared with her schools and the schools can implement the fair in anyway they choose, and added it is not about the financial burden, but it's about the experience. Ms. Phelps said she is concerned about what is being said across the district, because she believes she has the most diverse district in the parish, and what is good for one is good for the others, and she asked that it not be said what District 6 can do or not do. She reminded everyone that all she has been asking for three years is for a meeting to be held, and asked for the board's support of the motion on the floor.

Mrs. Armstrong asked Mrs. Gunn to share with the board any culminating programs that are in place, including the Multi Cultural Center. Mrs. Gunn responded that all 6<sup>th</sup> graders throughout the District take part in a trip to the Multi Cultural Center and that a meeting was held of all middle school principals for sharing the different types of activities at the schools.

Ms. Priest reminded board members that the mission is to create world class schools for world class students and it is important to continue to have high expectations for our students. She said we can no longer afford to sit back and differentiate on the students, the schools, as well as the faculties and staffs. Ms. Priest stated that if someone is going to work in the Caddo Parish School District, it doesn't matter at which school it is, but employees need to work to earn the money because parents all over the district send their children to school to receive a quality education and is why some parents pick and choose to send their children out of their neighborhood schools after researching what some of the other schools are offering. Ms. Priest said if we are going to level the playing field and build the neighborhood schools, it is necessary that we offer things that are not only appealing to the boys and girls, but also to the parents. Ms. Priest said when a board member asks that some things be considered in their district it's because they have a pulse for what their community desires. She said mediocre standards are no longer acceptable and she is requiring 100% from every boy and girl and everybody who works in District 7 and she hopes each board member requires the same in his or her district. She added that this has to start somewhere in order for it to have an opportunity to blossom and grow.

Superintendent Dawkins clarified that he believes culminating events for middle school students are outstanding activities, and is something that should be offered to every child in the district and apologized that he still does not know all the districts. However, he does believe that every child in the District should have a culminating event and staff will be bringing such an event for all seniors for the board's consideration in the very near future. He said he only wants to make certain that we utilize our resources to the maximum and that there are teachers who have the expertise and interest and the power to make these things successful.

Mrs. Bell clarified that she began this at Turner, and when she moved to Hollywood Middle School she was asked in the first year who would pay for it, and noted that the first year at Turner there were 70 and when she retired there were close to 1,000 participants in the festival.

Mrs. Bell asked if Ms. Phelps would change her motion to offer the schools in District 6 to do a festival other than what Middle Magnet is doing? Ms. Phelps responded no.

Mr. Rachal stated he believes we are looking for all the reasons to get our students and the community engaged and shared that his children participated in the Colonial Days at Caddo Middle Magnet, and because it was a big deal for them, it was also a big deal for he and his wife. He said he understands, and asked Mrs. Gunn to verify, that the principals of these schools have sat down and discussed this and feel ready and prepared to do this. Mrs. Gunn stated that the middle school principals did have a meeting where they discussed the various culminating activities in place and the principal from Caddo Middle Magnet was also in attendance to share information as well, and the principals are excited about implementing some of the ideas in their schools, even though it may not be what Ms. Phelps is asking them to implement. Mr. Rachal asked about the faculties' thoughts on what came from this meeting? Mrs. Gunn responded that with the exception of Caddo Middle Career, there is a new faculty at the Math/Science Middle School and time has not permitted a meeting as of yet. However, Caddo Middle Career and Technology is open to this idea. Mrs. Gunn also reiterated what the superintendent said and that the more activities we can offer students related to what they are learning, the more they will retain what they are being taught; thus, she supports everything possible that will help participation with students. Mr. Rachal stated his support for the motion on the floor.

*Mr. Burton moved, seconded by Mrs. Hardy, that all middle schools hold a culminating festival at the end of the year with the approval of the teachers and staff involvement.* Mr. Burton stated he supports the idea of the culminating events, but he believes his substitute motion addresses all schools and allows for the opportunity for involvement from the teachers and the parents and that the board is not so specific.

*Mr. Riall moved, seconded by Mrs. Hardy, to call for the question on the substitute motion and the main motion. Vote on the motion carried with Board members Crawley, Phelps, Crawford and Bell opposed, and Board members Riall, Hardy, Burton, May, Priest, Rachal, and Armstrong supporting the motion. Mr. Ramsey was absent for the vote.*

*Vote on the substitute motion carried with Board members Crawley, May, Phelps, Priest and Crawford opposed and Board members Riall, Hardy, Burton, Rachal, Armstrong and Bell supporting the motion.* Ms. Phelps asked that the motion be explained. Mr. Burton responded that the motion is rather than the board pinpointing one or two particular schools, he believes it is better to say that all schools will hold a festival that would involve input from the teachers and staffs at the schools as to what kind of festival.

## **EVALUATION FORM**

Ms. Phelps asked that this item be pulled from the agenda.

## **NAME FOR NEW LINWOOD MIDDLE SCHOOL**

*Ms. Phelps moved, seconded by Mr. Burton, that we begin the process of naming the Math/Science Middle School the M. J. Moore Math/Science Middle School according to policy.* Ms. Phelps stated that she placed this on the agenda to give the new school a name, and she believes this will recognize the tireless efforts Monica Jenkins-Moore put into creating the magnet component and the math/science program developed at Linwood and her community feels this will be most fitting as the school continues to make progress. Mr. Burton stated his agreement with the comments. Ms. Phelps added that she wants staff to submit the necessary information. Mr. Abrams clarified that she will need to submit the information in accordance with the policy along with the reasons and rationale as to why you would like to name the school a particular name. *Vote on the motion carried unanimously.*

## **SEMESTER EXAMS TO ONLY BE 10% OF OVERALL GRADE**

Mr. Rachal asked that this item be postponed.

## **EMPLOYEE PAY SUPPLEMENT**

*Ms. Priest moved, seconded by Mrs. Bell, to approve a one time pay supplement in the amount of \$750 for certified and administrative staff and \$500 for support staff as recommended by staff and submitted in the mailout.* Ms. Priest stated that while the board would love to do more for Caddo's employees, she believes that with the current economy and layoffs, etc. in the community this is a good start and clarified that this is a one-time supplement, but hopefully there may be possible avenues to look at. Mrs. Bell echoed Ms. Priest's comments.

Mrs. Crawley offered a friendly amendment *that the staff and board will re-evaluate our financial situation throughout this year for the possibility of a permanent competitive pay raise.* Ms. Priest and Mrs. Bell accepted this friendly amendment.

Mr. Rachal asked staff about the total affect on the General Fund Budget? Mr. Lee responded that it is \$4.3 million. Mr. Rachal asked about the ending balance in the approved budget and if this will be depleting that balance? Mr. Lee responded that the budgeted ending undesignated fund balance is approximately \$19 million and with approval of this one-time pay supplement, it will be reduced to approximately \$15 million. Mr. Rachal asked about the reserve at the beginning of the year? Mr. Lee responded not having the information in front of him, he believes the budget was approximately \$18 million, so it should be about \$30 million. Mr. Rachal expressed his concern.

Ms. Phelps stated that since she never received the information she requested about the budget, she is not certain about the ending balance; and she asked if the budget being referenced includes the expenditures we currently are incurring with the school changes and the monies projected to pay as a result of the AU Schools? Mr. Lee explained it does not include the Caddo Plan's budget for the Target Schools, nor does it include any revenue we would receive from the charter schools. Ms. Phelps asked if it includes those things we must pay for in the AU schools? Mr. Lee responded no, but The Caddo Plan does include the changes and the fees. Ms. Phelps said this is a great concern, and she is still disturbed that she has not received this information. Dr. Dawkins announced that as plans are made for the retreat, a complete overview of the budget will be scheduled.

Ms. Priest added that based on the annual budget and with what the financial analysts usually recommend as it relates to a reserve fund balance, she believes the District is within the recommended reserve fund balance. Mrs. Bell expressed her appreciation to Superintendent Dawkins for putting together this package and the opportunity to let Caddo's employees know how much they are appreciated. She also said we will be reimbursed from the charter for services provided, and one of the reasons DeSoto Parish is ahead of Caddo is the Shale money.

*Mr. Burton moved, seconded by Mrs. Hardy, to call for the question on the amendment and motion. Vote on the motion carried with Board members May and Phelps opposed and Board members Riall, Hardy, Burton, Crawley, Priest, Crawford, Rachal, Armstrong and Bell supporting the motion.*

*Vote on the main motion as amended carried unanimously.*

## **PROPOSED REVISIONS TO CADDO PERSONNEL EVALUATION PLAN FOR 2009-10**

*Mrs. Crawley moved, seconded by Mrs. Hardy, to postpone the vote on the Personnel Evaluation Plan until a work session is held.* Mr. Abrams advised the board that the Personnel Evaluation Plan does need to be in before the start of school. Mrs. Crawley asked that it be placed on the agenda for the first meeting in August. Mr. Rachal requested that staff provide a summary page listing the pages and changes being proposed. Mr. Abrams noted on the cover memo that there are only about four pages in each of two sections that reflect proposed revisions, and explained that the proposed revisions are only in those sections that reflect the realignment regarding who reports to whom and who evaluates whom based on the Organizational Chart. Ms. Phelps explained that when she removed her item "Evaluation Form" it is associated with this particular item. *Vote on the motion to postpone this item until the work session carried unanimously.*



## **SUPERINTENDENT'S REPORT**

Superintendent Dawkins announced an opening session will be held for all school employees on August 13<sup>th</sup> from 9:30 to 11:30 a.m. at the Convention Center where the entire Caddo Parish school family will be brought together to open the new school year as well as talk about the past year in review. He invited the board members to attend. Mrs. Bell asked about the parking? Dr. Dawkins responded that staff is working on the transportation issue.

Dr. Dawkins also invited board members to the "Hop on the Bus" on the first day of school, August 17<sup>th</sup> and encouraged board members to call his office if there are any in the community they would like to invite. Visits this year will be to Oak Park Elementary, Ridgewood Middle School and Huntington High School.

The superintendent announced that the organizational chart will be discussed when the board meets to discuss the Personnel Evaluation Plan.

Mr. Abrams reported that an update on the legal cases was given to board members and the discussion of the unitary system will take place under executive session.

## **ANNOUNCEMENTS AND REQUESTS**

Mr. Riall asked if there is a policy in place that addresses recruiting students out of their neighborhood district? Dr. Dawkins stated he is unaware of any policy other than that which allows for parents to apply for transfers to schools other than their neighborhood school. Mr. Riall said his concern is staff recruiting students from other districts in order to improve their scores to the detriment of another school. He also asked if the two new charter schools are soliciting students from only their district or are they recruiting students from across the district in an effort to upgrade their school and make it appear they are doing something they are not. Mr. Abrams responded that the State Department has taken a position relative to the Charter Schools and they are allowed to recruit all over Caddo Parish, which is a position he disagrees with. He further explained the statute indicates they are entitled to recruit students in the district where they took over the school as well as Choice students, but they are taking a position on the statute added last year that says Caddo Parish is required to enter into a Cooperative Endeavor Agreement with the Charter Schools to allow students from all over the parish, which he disagrees with as he believes it is a very limited statute and is a provision to allow us to enroll students from Bossier for special programs, special needs, etc. He said it does not make any sense for Caddo Parish to give consent to a parent for a student to go to their Charter School so he doesn't believe we need to enter into such an agreement. Mr. Abrams also stated that the State Department has issued a letter indicating this position and allowing the Charter Schools to do this. Mr. Riall asked if at the next work session a resolution can be drafted stating our disagreement with this statute and how unfair it is to us in the grading of our schools, because if they recruit good students from everywhere, it will make it appear they are doing something they are not.

Mrs. Bell asked that an announcement be made to the parents in District 6 that children in the district do not have to attend the Charter School.

Mrs. Bell congratulated the Huntington Raiders Baseball Team (summer program) for being recognized as the American League Baseball Team of the Year and announced they will be playing at the Nationals. She announced they beat Captain Shreve who came in 2<sup>nd</sup> Place.

Ms. Priest shared with the board a packet of information on the Development in the World of Work, which is a program of career and skills development. She said there is a problem with the drop-out rate and other behavior issues in our schools. Ms. Priest stated the importance of providing every child an educational opportunity, because not every child will attend college, and in looking at the statistics for 2007-08, it doesn't appear that we are doing enough and too many are falling through the cracks. She said she believes it is the board's obligation and encouraged board to review the information provided that addresses short-term employment demands for Region VII that identifies short-term job demands for 2009 and forecasts the job demands through 2016, as well as the education requirements, minimum wage, job titles, etc. and opportunities for our students to be trained for some of these high demand jobs. Dr. Dawkins stressed the importance of this information and that the new career diploma will bring more

attention to this issue and group of students. He added staff is presently getting information on how this impacts us, and reported on a recent meeting with the Louisiana Technical College staff who has invited Caddo to be more of a partner than in the past and he believes we will have the opportunity to do something with them.

Mrs. May expressed her appreciation to Dr. Dawkins for his consideration of partnering with the Technical College who has been requesting this partnership for several years. She said she knows they will do a good job with Caddo, the same as they have done with Bossier. Mrs. May also thanked Dr. Turner for her support of the Queensborough Neighborhood Association and for her attendance at their annual meeting, and thanked Dr. Dawkins for planning a parishwide event for all employees for the opening of the new school year. Mrs. May asked the superintendent where are we sending our 16-year old overage students? Dr. Dawkins responded that some will go to Hamilton Terrace and some to Ingersoll and staff is reviewing the cut-off ages, etc. to determine where they will attend. Mrs. May thanked the superintendent because of the number of calls she has received from parents and the community regarding this situation. Mrs. May also thanked staff for assisting her with her questions and for their hard work, and announced she will be bringing some requests for Fair Park and asked for the board's support.

Mrs. Crawley referenced the information previously received on the Rutherford House and asked Superintendent Dawkins to meet with her regarding their request and that Mr. Knowles be scheduled to make a presentation to the board.

Ms. Phelps asked about the over-age students at Ingersoll and if there is an over-age program separate from an alternative program and asked that staff look at the age limit of 15. Regarding the remodeled classroom at Linwood for the Severe and Profound Program, Ms. Phelps expressed concern over making certain there are appropriate accommodations at the Oak Terrace building for this program. She also requested a meeting with the superintendent to discuss Caddo Middle Career and Technology.

Mr. Riall read a letter from Powell Layton, former principal at Northwood High School, expressing appreciation for placing his name on the new gymnasium at Northwood High School and for the many things the board has done to support the students, teachers, administrators and employees in Caddo Parish.

Mrs. Hardy announced that she recently brought a resolution from the Caddo Parish School Board for Mr. Lewis McCulloch in his retirement from Caddo Parish Public Schools.

Ms. Phelps announced that the Louisiana School Boards Association will be meeting in Caddo in September and she would like for Caddo to get a head start on legislation and concerns as soon as possible to share in this meeting in preparation for next year's Legislative Session.

Ms. Phelps also announced information on one of the LSBA Trail Blazer Data Driven Workshops to be held in Baton Rouge on August 24<sup>th</sup> which will apply toward board members reaching their required hours.

## EXECUTIVE SESSION

**Litigation Update – Jones v. CPSB, No. 11,055CA, United States District Court, Western District of Louisiana Shreveport Division.** *Ms. Priest moved, seconded by Mrs. Hardy, to go into executive session for up to ten minutes for the purpose of discussing Consent Decree information. Vote on the motion carried unanimously (Mr. Burton and Mr. Ramsey were absent for the vote) and the board went into executive session at approximately 7:15 p.m. The board reconvened in open session at approximately 7:52 p.m.*

**Adjournment.** *Mrs. Crawley moved, seconded by Mrs. Bell, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 7:52 p.m.*

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita Crawford, President

**August 4, 2009**

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 5:10 p.m. (immediately following the CPSB Special Session), on Tuesday, August 4, 2009 with President Bonita Crawford presiding and Charlotte Crawley present being a quorum. Other school board members present were Steve Riall, Eursla D. Hardy, Willie Burton, Lola B. May, Tammy Phelps, Ginger Armstrong and Dottie Bell. Also present were Secretary Dr. Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. Mrs. Crawford announced that Ms. Priest is out of town. The prayer and Pledge of Allegiance were omitted.

#### **ESTABLISH THE AGENDA AND CONSENT AGENDA FOR AUGUST 18, 2009**

Superintendent Dawkins highlighted items for the board's consideration on August 18, 2009 and the following discussion ensued.

#### **DISCIPLINE REVIEW COMMITTEE'S RECOMMENDATION TO AMEND BLUE BOOK/STUDENT DISCIPLINE POLICY JG (REQUIRED BY SPED CAP)**

Mrs. Bell asked if the Bluebook at board members' stations is the new handbook and if it is something the board will vote on at the August 18<sup>th</sup> meeting? Dr. Dawkins responded if there are questions, they should be referred to Dr. Robinson. Mrs. Bell asked if there is a problem with something in the Student Handbook, how should board members handle these situations? Mr. Abrams explained that the BlueBook is prepared during the summer and this agenda item addresses proposed revisions to CPSB Policy JG and some possible alternatives which are not in front of board members today. He also explained that laws passed during the last Legislative Session did not actually come out until after the BlueBook was presented, and until the additional changes are made, it will be used as it is printed. He said there will be an update printed in the form of an insert relative to the most recent changes.

Mrs. Crawley stated that the document says it was revised May 7, 2009, and there had not been any committee meetings prior to that. She shared her lack of appreciation for this and noted that she requested at almost every CPSB meeting about when would the committee meet and when the meeting was held, they were told 12,000 were already printed. Mrs. Crawley noted that she was aware of those things that were changing and will be inserted next time, i.e. issues with Dr. March and the schools. She did say when they do meet, the meetings are very productive, but she believes, even though it is a good document, it is missing some things, and asked if the new act about teacher communication (Act 214) will be added as an insert so teachers will know what they can and can't do? Dr. Mary Nash-Robinson stated that reference to the May 7, 2009 date, there wasn't anything changed in the BlueBook other than the updated calendars and the information regarding graduations, which are board approved policies. She also stated that the committee did meet to consider the recommendations and they have been given to the superintendent for approval before bringing them to the board. Mrs. Crawley noted that Act 214 of the Louisiana Legislature states teachers cannot use electronic communication with students and asked if this will be included. Mr. Abrams and Dr. Robinson explained that the BlueBook is the Student Handbook. Mrs. Crawley stated she believes that students need to know that they cannot communicate with the teachers in this manner, and that she is aware that these laws were only passed in the past Legislative Session. She asked that in the future meeting dates be set and that someone makes sure they happen. Dr. Robinson explained that the committee did not meet as it usually does because of the Special Education CAP (Corrective Action Plan) and when they received the information from Dr. March, they met to consider this information.

Ms. Phelps echoed Mrs. Crawley's comments and her concerns; and while she understands that we were waiting for Dr. March, maybe in the future we can give him a date as to when something needs to be done. She said she was very surprised and disappointed that we printed the BlueBook before the Discipline Committee met as this doesn't make any sense. She said it is a no brainer to her that a meeting would be set to see about making changes. She asked staff how will the inserts be addressed? Dr. Robinson explained the BlueBooks are already being distributed because the parent meetings have started so we will have to send out an addendum, and the format will be an insert into the booklet. Ms. Phelps stated her question is when we make the addendum will we just send it home with the students to be put in the book? Dr. Robinson responded that discussions have not been held yet as to how they will be disseminated.

Ms. Phelps asked if this has ever been done this way, and Dr. Robinson said it has not. Ms. Phelps added that this may be a good lesson to learn that perhaps we have the dates done and not print the books before the committee meets.

Mr. Riall asked for clarification on the use/non-use of student identification numbers rather than social security numbers, and noted a form in the booklet that is used for suspensions/expulsions that asks for the student's social security number. Mr. Abrams explained that this information is maintained within the district and is a secure situation. He added that at this time, the board is not really amending the BlueBook, but changing Policy JG. Mr. Abrams also clarified that this was not a staff issue as to when the information was done, because the committee is one that meets as necessary when issues regarding proposed changes are brought forth. He said the BlueBook is a compilation of changes that occurred during the past year based on board-approved changes to policies, i.e. M to M transfers as it relates to the discipline policy. Mr. Abrams also explained that after a discussion with the consultant concerning when would revisions to the discipline policy be received, Dr. Robinson scheduled the meeting, and the consultant was immediately advised that he missed the deadline for the BlueBook and any changes would have to be as an addendum, which is no different than the board changing the cell phone policy mid-year when the BlueBook has been printed and distributed. Mr. Abrams explained we did not wait on Dr. March to bring any policies, but when he did bring recommendations, the committee met to consider his proposed changes. In the midst of this activity, the Legislature also made a couple of major changes, so an addendum needs to be done to notify the students of those changes.

Mrs. Bell asked for clarification because she asked the question about the BlueBook and she appreciates the answer, and understands the staff is not responsible for what the Legislature did. However, she knows if the staff had not moved forward and printed the BlueBook, we would have been hollering at staff as to why it wasn't printed and given to the students. Mrs. Bell apologized to the staff because when she asked her question, she believed there were changes in the BlueBook that the board needed to vote on. She said she does not believe staff is at fault, but we do need to put in a deadline and when it is necessary to make changes after it is printed, then addendums will have to be printed.

Mrs. Armstrong asked Mr. Abrams about the form in the BlueBook and the statement that the Social Security number is kept inside? Mr. Abrams responded in-house, and it is sent directly to the Department of Public Safety, per State Statute. Mrs. Armstrong noted previous board conversations regarding the use of Social Security numbers.

Ms. Phelps shared her disagreement with the attorney and Mrs. Bell on the BlueBook and that according to the comment that this committee meets according to concerns, it is obvious since Mrs. Crawley was on the committee that she had some concerns because she kept asking all year as to when this committee would meet. Ms. Phelps said she disagrees that just because the committee had not met and Dr. March had not provided the information, she believes it is common sense that we meet before the handbook is done, and noted that the board member continued to ask when would the committee meet and when the meeting was scheduled, she learned the handbook was already printed. She asked that in the future, we shouldn't worry about waiting on Dr. March, but just meet and incorporate the changes we have.

## **MOU FOR MOBILE DENTAL SERVICES**

Ms. Phelps asked staff to explain what we are doing and what is the MOU for this service? Dr. Salinas explained that the MOU was approved by the board in November of 2008 and went into effect in January 2009, serving approximately 24 elementary schools as well as a few middle schools. Dr. Salinas further explained that during the recent Legislative Session, legislation was passed for a new set of rules for mobile dental clinics. As a result, Dr. Folse and Dr. Abrams merged the MOU together so it complies with all the legislation in place. Ms. Phelps asked did we have an MOU, and Dr. Salinas responded that is correct. Ms. Phelps asked the board to remember that they were made aware of proposed legislation that would actually diminish it from the schools. Dr. Salinas explained that the main change in the initial bill was to kill mobile dentistry, but the Legislature decided on a compromise of putting the control of mobile dental units under the Department of Dentistry for the State of Louisiana. Ms. Phelps stated she is aware of the site-based dental services available in District 6 schools and asked if other schools are also served? Dr. Salinas responded that when the MOU went into affect, we were able to put

it in place for ½ the year. He added that they do comply with the Federal procedures required and they are approved, but any new regulations will now come through the State Dental Board. Dr. Salinas also stated he understands the legislation was introduced because there were dentists in the State that had clinics in their areas and they felt like the mobile dental clinics were a danger to their clinics, none of which were in North Louisiana.

Mr. Abrams clarified that when the statute was passed it placed it all under the Board of Dentistry and the regulations have yet to be promulgated and presently they can continue, but once regulations come into effect, they must comply with them. He added that the MOU reads they must comply with all laws and regulations, and noted in Paragraph 13 that once the Louisiana State Board of Dentistry has adopted the rules for provision of dental services at mobile dental clinics, Dr. Folsie shall provide the district a copy of the rules and comply with said rules. He also said there is a permit process in the plan, but it does not exist at this time.

Mr. Riall asked if Dr. Folsie will provide documentation of liability insurance to relieve the school board from liability for this service? Mr. Abrams explained it is an addition and we will suggest that Dr. Folsie list Caddo Parish School Board as an additional insured on the policy.

### **APPROVAL OF INTERIM CONTRACT FOR DR. ROBERT MARCH FOR CRAFTING CAP FOR 2009-10**

Mrs. Bell asked about the plan and if staff is recommending the CAP team will review on July 24<sup>th</sup> because this date has passed. She said with the board's comments about setting dates, she believes the date should have been considered in this issue also. Mrs. Bell asked for clarification as to who Dr. March works for, CPSB or the State Department? Mr. Abrams responded the CPSB pays him, and he works for the District, but he reports to the State Department of Education and the plaintiffs based on their settlement agreement. Regarding the July 24<sup>th</sup> date, it should have said "held" because there was a meeting on that date and there have been numerous conference calls.

### **APPROVAL OF CAP AND BUDGET FOR 2009-10**

Mrs. Crawford announced Mr. Abrams just today received the contract and Mrs. Bell said if we just received the contract, we need to hold up paying the money, because he is holding us up.

Mrs. May stated it is time for us to get tough and make these more accountable to us for our money. She said we can't allow outsiders to come in and enter into contracts with us and tell us what to do, but the board needs to represent its constituents and not vote for everything that comes before the board, but take some time to look at it. Mrs. May said she resents having something placed in front of her today and she is asked to vote on it in two weeks. She said this does not allow her time to review and be able to ask questions and she needs to get it at her home ahead of time in order to review it.

### **NAMING OF NORTHWOOD BASEBALL FIELD FOR JAMES FARRAR**

Mr. Riall explained the public hearing for naming the Northwood Baseball Field for Dr. James Farrar was held at last month's meeting, and is on the August agenda for board action.

### **GATEWAY PROGRAMS AT BROADMOOR, SUNSET ACRES, OAK PARK AND MIDWAY**

Mrs. Crawford announced this item is being brought back for some "housekeeping" since there wasn't a motion on the motion sheet last month as to the recommendation and action to be taken.

Ms. Phelps asked for clarification and Mrs. Crawford explained she is asking staff to proceed with testing the students at the schools and place a Gateway Program at the schools if they qualify. Ms. Phelps asked if the process for getting Gateway Programs at the schools will now be that the board must ask for each school to test for Gateway and it is not the norm for the school to test for Gateway those students who might qualify? Dr. Dawkins indicated he believes we are testing and there was a concern that there were no students at these schools and staff wants to assure these students are tested and programs are established. As far as he can tell, he believes the norm has been followed, and Ms. Phelps stated "not really" if there were not any

students screened. Dr. Dawkins said there were no requests for the program at those particular schools. Ms. Phelps said that is what she requested and the policy requests Gateway screening at a school. For future reference, Ms. Phelps asked if it is necessary to go down the list of schools and see what schools do not have Gateway programs and ask that students be screened? Dr. Dawkins explained there is a process established and asked Mrs. Gunn to explain that process. Mrs. Gunn stated that as the teachers, principals and staffs at the school level work with the students, they recognize those students who need to be screened and tested and if there is an adequate number of students (15), a class is placed at the school. If there are 5 students, an itinerant teacher is assigned to them two days a week. Ms. Phelps asked was there no one at these schools asking for the students to be screened, so we made a policy to go and screen these schools? Mrs. Gunn added that schools are continually screening and testing students for Gateway and sometimes not all the students test to the level they need to test. Ms. Phelps asked Mrs. Crawford if this motion is asking that the students be screened and a Gateway Class added or have the students already been screened and the Gateway Class added? Mrs. Crawford stated that Broadmoor had a Gateway Class, but it was taken away and the children now attend Youree. She said they are asking for the program to be re-established at Broadmoor. Ms. Phelps stated her concern is Board members should not have to ask for students to be screened for Gateway, and obviously someone is not doing what they need to be doing, whether it's the teacher or the principal. She added she believes this is what Ms. Priest is always saying in we do have gifted students who need to be given the opportunity. Ms. Phelps asked if the schools Districtwide can be looked at as to who does have Gateway Programs and who does not. Dr. Dawkins stated that these were sent to the board and staff will definitely forward a copy of that list.

Mrs. Armstrong asked Mrs. Gunn if she said a total of 15 students at a school? Mrs. Gunn said that is correct for a full-time teacher. Mrs. Armstrong asked if that is across grade lines and if an elementary/middle school is same? Mrs. Gunn responded you can have 15 students for the elementary school and 15 for the middle school. Mrs. Armstrong reminded the board that when Dr. Schiller was superintendent there was a great push to test for Gateway students at all Caddo schools and she is unsure what happened with this when he left. She also recognized the fact that every school will not qualify for a Gateway Program, and that maybe the push needs to be implemented again for testing all students in Caddo Parish for Gateway.

Ms. Phelps stated to the board that they will hear her say things again and again, because some things are starting to bother her and she wants to make sure her comments are not misunderstood. She said when it comes to every school having a Gateway class or having 15 students, that is not what she asked for and she is not saying we won't have enough students for that, but that comment in general is pretty discouraging, because until they are tested, we will not know whether or not they are Gifted, and every student at every school deserves the opportunity, even if it is for parents to know this option is available. She also said while notes are sent home with the students, she knows that the majority of the parents in this district do not know to look and see if they test for Gateway. She said she is not saying every school and every student should have Gateway, but she is bothered by the discouragement about what can't happen when the opportunity has not been given them.

Mrs. Bell stated that parents can do this, because if a letter from the Special Education Department is sent home most times it will be thrown away if their child is not Special Education. She said it took her a long time to understand that Gateway and Gifted Programs are under the Special Education Department, and suggested we may need to clarify these communications to say Gateway and not Special Education.

Ms. Phelps said that is her point and not every parent gets this information and they do not know how academically well their student is doing or that this opportunity is available.

### **6<sup>TH</sup> AND 7<sup>TH</sup> GRADE FESTIVALS AT NEW LINWOOD MIDDLE SCHOOL AND CADDO MIDDLE CAREER AND TECHNOLOGY CENTER**

Ms. Phelps stated that this brings her back to the fact of information not being available to every school and every student. She said last week her motion on her item was misunderstood by several board members as it relates to the festivals. She said that three years ago she asked for the information to be shared with the other schools to see how these festivals could be implemented districtwide. Ms. Phelps said what she thought would be done was for those schools to sit down with the information handed to them or discussed what Caddo Middle

Magnet was doing with these festivals, and that is all she asked. She said then any middle school principal could say yea or nay and take the information and do what they will. She added that to this day the information has not been shared, and it is not fair for it to be at some schools and not at every school. Ms. Phelps said board members have been told there was a meeting, but you can have a meeting and have nothing discussed or nothing positive to come out of that meeting but discussion. She said she is very aware that in the past the model information has not been given to those schools. Ms. Phelps said she has a document before her that is about the festivals at Middle Magnet which is indeed more than what was given before and is half-way what she asked for and that is for this information to be shared around the table and it is not the first time that she has asked for Middle Magnet to share information with the other schools that have magnet components. Ms. Phelps noted a meeting in May '08 where she asked that they share information about the magnet schools' programs, knowing that the programs may not be the same, but the concept was there as well as the parental involvement, and the parental involvement is the difference in these schools. Ms. Phelps said she has never asked or tried to make anybody do anything, but she said when it comes to sharing a program in the district, she believes it should come from this office, but when staff withholds information, it's not fair. Ms. Phelps again stated that her motion last week was not to make someone do something by force, but it was basically to explain that she was asking for the information to be shared and that the schools be allowed the opportunity to see something different and they can decide what they want to do. She said she knows her community very well and when it didn't happen districtwide, those in her district wanted to know why it wasn't being done, and asked that we stop being so prejudiced toward some schools and some students, so the entire parish comes together. When it didn't happen districtwide, she decided to bring it for the schools in District 6, because it is very discouraging when we say what the parents don't do and what they can and can't have, because if we don't ask we will never know. Ms. Phelps referenced visiting other schools on field day and parents' involvement, and she believes we are robbing them of this opportunity. She stated that is her disagreement with Mr. Burton's motion and that every school has the opportunity to do a festival, but the point is they are not doing one, and staff does not have the right to withhold information.

Mr. Burton stated he wasn't going to say anything, because he only wants to address the pertinent problems in our schools; however, since his name was called, he wants to clarify that he doesn't want the board to dictate to the schools what they do when it comes to festivals.

Ms. Phelps said she only wanted to make certain that board members understood she was not trying to dictate what schools had to do.

### **REGISTRATION FORM, DUAL ENROLLMENT PAMPHLET AND SCHOOL PAMPHLET**

Ms. Phelps stated she is concerned that each school has a different registration form and she believes it would be good, especially at the high school level, if there is only one form. Regarding the dual enrollment pamphlet, she has for the last couple of years asked for this information where it's tailored to Caddo, and she would like an update on this. She also said she has seen some of the individual school pamphlets, which she believes are good, but districtwide it would be good to see all the high schools names listed.

Dr. Dawkins updated information on dual enrollment and reported that this will be covered during the mandatory orientation sessions, because he believes a good step is to have consistent information to all parents about the availability of dual enrollment and staff will complete the work on the forms. The superintendent also reported on his meeting with the new chancellor at Bossier Parish Community College who is very interested in working with us and the other schools around Shreveport.

Ms. Phelps said the policy states that we offer the Core classes for dual enrollment first and then any additions as it relates to individual schools, and she believes a good way to start is to make certain we are offering the Core classes of dual enrollment at each school, which we are not doing, and then branch out from there. She said she is not asking that something be put together for every school, but just the opportunity there, and she is hoping that we reach the goal since there are enough colleges and universities in the city to offer the math, English and the science.

### **REPORT ON TRANSFERS**

Because of the many things that need to be done to get school opened, Mrs. Bell asked that this item be delayed until the regular meeting in September under Superintendent's report.

### **PUBLIC HEARING FOR THE NAMING OF THE NEW MATH/SCIENCE MAGNET MIDDLE SCHOOL**

Mrs. Crawford announced that the public hearing will be held in August for the naming of the new math/science magnet middle school the M. J. Moore Math/Science Magnet Middle School.

Ms. Phelps also inquired about the possible need for an agenda item to address the change in the school's uniforms, etc. and would it be feasible to have the new school use the colors and uniforms, etc. from the old Linwood until the new name is approved. Dr. Dawkins responded that he is certain that all the uniforms and materials have been ordered, and relative to colors and mascots, he believes this has been decided. Ms. Phelps asked if that doesn't have to be approved by the board, because she believes there is a policy that requires board approval for the change in the mascots, school colors, etc. Mrs. Crawford asked if the colors would not be the same? Ms. Phelps said no, the colors are different. Ms. Edwards responded that parent meetings have been held and parents are allowed to use the same color uniforms and two additional colors were added to differentiate between the magnet students and the remaining students. Ms. Phelps asked were new colors added?, and Ms. Edwards stated yes, that two new colors were added and policy was followed for doing so. Ms. Phelps asked about the school colors? Mrs. Crawford stated she understood the colors would be Carolina blue and orange. Ms. Edwards responded the school colors have not changed. Ms. Phelps asked if staff discussed with Ms. Edwards about changing the school colors to Carolina blue and orange, because she received concerns about this and heard a wish list from the community about new colors and a new mascot. Mrs. Weston-Hudson, principal, shared with the board that there has been discussions about new colors and a new mascot, and Ms. Edwards added while discussions were held, they have not been changed. Mrs. Hudson explained that transitions are being made at this time and input received from the students and faculty. During the public meetings, parents did ask about the uniforms and were told they could use the same uniforms as last year, and a decision was made to add two colors to the uniforms. Ms. Phelps stated she too was in a community meeting and it was announced that the new school colors would be the Carolina blue and orange and the mascot would be the Trojans. Mrs. Hudson added that they have done a lot of research to make sure everything has been done properly. Ms. Phelps stated that if a decision is made to change the mascot and school colors, there needs to be an agenda item, and she is willing to do that if needed. Mrs. Hudson said at this point it is still being discussed, and once the faculty returns and they are given the opportunity to vote, then, if needed, it will be brought to the board. Mrs. Hudson also stated that when talking to Ms. Phelps earlier, she noted that everything is on hold until that decision is made. Ms. Phelps asked what will the students be using for colors when school starts? Dr. Dawkins responded they will be using the same color they had before. Ms. Phelps said if we are not going to make changes now, will we come back in October and ask them to buy new uniforms? Dr. Dawkins said if there are changes, staff will certainly work with the transition and it may not be fully implemented until next year, because the important thing is that the students are there.

Mr. Riall stated the policy approved by the board about changes may not apply to this school because it is a new school. Ms. Phelps clarified that it is the "new Linwood" and parents were told we would consider keeping the same colors.

### **NEW TIME SCHEDULE FOR AU SCHOOLS**

Ms. Phelps asked about orientation dates and her concerns that it was announced so late and are all the dates out for the mandatory orientations? Dr. Dawkins responded that all the dates are out and some were announced earlier and are posted on the web site. Ms. Phelps indicated her disappointment because she thought we were to get these out as soon as possible so they would know about it. Ms. Phelps asked about the new time schedule for the AU schools and the addition of an hour at the end of the day, because she was aware the board approved The Caddo Plan which included an extended hour but she has been waiting for the timeframes, because administrators have asked that the board consider adding part of it to the front part of the day and the second half at the end of the day. Ms. Phelps said she was under the impression this would be brought for board approval and in her communication with Mr. Abrams regarding a school



change being a board approved item, and she believes this conversation should have occurred a long time ago rather than two weeks before school starts. Dr. Dawkins answered he believes it has been clear with specifics of the extra hour and it has been communicated to parents and principals. He added while he understands everyone has an opinion as to when the time should be added, staff is attempting to work in all the logistics, trying to maintain a sports schedule, a transportation schedule, a lunch schedule, and tutoring programs across the district to make sure all this happens. Dr. Dawkins added that in a perfect world, we could have everyone from 8 to 3, but given where we are, this is what's before them.

Ms. Phelps said she understands and asked not to misunderstand her, because she knows we agreed to an extended hour, but we are now two weeks before school starts and there has not been any conversation about the time that school will start and end. Dr. Dawkins asked if the board generally approves the start and end times? Ms. Phelps stated we have never changed it and this is a change, and as a board and a community, she feels like we at least owe the parents more than two weeks notice that their children will be staying an extended hour. Ms. Phelps asked Mr. Abrams if the board would need to approve an extended time because she is aware that the board approved it, however, she has been waiting for the proposed extended times to come back to the board for approval. Mr. Abrams explained that when the plan was submitted, it included an additional hour, and it was believed that the students in those particular schools would be getting an additional hour; however the actual start and stop time he believes would be a board function based on the recommendation of the superintendent. He further explained that the board would have to rely on the recommendation of the superintendent so he can make it clear as to how the students will be transported, and it was his initial understanding that it would be an hour added to the end of the day, and he believes the board approved the way it was presented. Dr. Dawkins said he has never known boards to approve the start and end times, but if that is what the board wishes, staff can bring it. Ms. Phelps said she has never been a board member when the time has changed, and she is aware of approving the change; however, because the specific time was not in the plan, she has been waiting to hear back as to when it will be. With it only being two weeks before school begins and hearing that it will be added at the end of the day, there is great concern about the high schools already beginning at 8:30 a.m. and she would have been happy to move the starting time earlier and redo the schedule if we need to. After talking with parents, Ms. Phelps said 8:30-4:30 is rather late and we are just two weeks before school starting and having this conversation.

Dr. Dawkins responded that all communications with parents indicated there would be a longer school day and he apologized if anyone thought the additional hour would not happen, because the academic needs of the students in these schools is critical and staff believes the time configuration presented is the best when taking all the other things into consideration, i.e. extra curricula activities. He also explained the District transports three tiers of students – elementary, middle and high school – in a very complex situation and an attempt has been made to give them the best we can. Dr. Dawkins added staff can look at some other things; however, at this point, the one hour at the end of the day is the additional hour staff will move forward with. In the future, if the board wishes staff to bring starting and ending times, staff will do so. Ms. Phelps said she would like for this to be done, and she would like to go on record as saying we should not be having this conversation two weeks before school starts, and parents should have known sooner that the target schools will not end until 4:30. She said we owe the community more respect than this and noted the battles we are currently fighting with the state, and she is concerned that this conversation was not held prior to this time and the misunderstanding that the additional hour would be added at the end of the day. She also shared her concern that the orientation dates and times did not get to the parents and with all the many changes this summer, how slow the process has been. Dr. Dawkins stated he did not recall her asking this question of him, but there has been a lot of change and he does respect every parent as much as anyone and will try to do what is best for the children, however these children have been in the throes of some challenges for a number of years and he hopes the children will benefit from giving more to them. Parents have indicated to him their thanks for giving more to the children and if able, we will do more. Dr. Dawkins said there is a lot more to do and with it taking longer than a few months to get to this point, it will take longer to get out of it. He added if some things are missed, he wants to apologize, but not for giving kids the challenges they need to be better than what they have been.

Mrs. Bell asked Dr. Dawkins if he did not bring the plan to the board in October? The superintendent responded it was in the fall. Mrs. Bell stated that the plan was presented to the

board and to the public and asked if the plan referenced extended days? Dr. Dawkins responded that he has not received any calls, and it was always written in the plan. Mrs. Bell asked the board secretary to pull her comments when the plan was presented for extended days that it could be added at the end of the day. Mrs. Bell asked the superintendent if he said he would open up all schools and any employee who wanted to go to an AU schools could choose to do so, but were told the plan was for extended days? Dr. Dawkins responded that it was an open process and everyone, he assumed, knew what they were signing on for. Mrs. Crawford asked that Mrs. Bell ask one more question and Mrs. Bell stated how can it be her last question when Board member Phelps has spoken the entire evening, and she doesn't want to be seen as bashing the whole system, because she is bashing everything that has been said tonight because it has all been criticism. Mrs. Bell asked the superintendent if he told the administration that when they accepted a position it would be extended days, that when the teachers were interviewed for positions at these schools that they understood, and is this only for the 10 AU schools and that anyone going to these 10 schools will follow these guidelines and did the board not approve the plan presented and that the superintendent with the board's permission was to make sure the plan worked? The superintendent responded "correct". Mrs. Bell said she wishes to go on record as saying this.

## VISITORS

Frederic Washington stated he was disturbed when watching "Real Life, Real Questions" and listened to those from the new Charter schools. He said in speaking with the board members prior to the meeting, he wants the board to know he is fed up with it and that the school board members need to take a more aggressive approach with what is going on in our district and with the district's funds. He said he has heard the Charter school is recruiting students from as far away as Lincoln Parish, and he doesn't have a problem with them recruiting the students if they are willing to kick in on the \$6 million Caddo is losing, but he would like to see the local District have a more aggressive approach. Mr. Washington said it is time that we stand up and be more aggressive because it is not what Paul Pastorek says, but what does the law say. Mr. Washington also stated his disagreement with the change in the grading scale policy, because while he understands the scale, it should have been a different grading scale for the dual enrollment students. He stated he believes doing this has lowered the standard for every student in the district, and he asked the board to consider raising the bar higher, so it will attract students. He also said he works with many elementary after school programs, and it is his belief that elementary schools should be dismissed no later than 3:30 because after Daylight Savings Time changes, it will be dark when these students get out of their after school program.

Cedric Choyce, president of Caddo Association of Educators, addressed the board on the concerns about the school day being 8:30 to 4:30 for the targeted high schools. He said he feels that this ending time is too late for these schools and asked that the start time be changed to 7:30 and the ending time 3:30. He said there are numerous reasons why this would be a better schedule: (1) Central Office will not be closed when they get off work, (2) students at the targeted schools will not be afforded the same opportunities as it relates to participation in the athletic programs with the same conditions as students in the other high schools; (3) shorter daylight hours, (4) additional charges for teachers who must rush after 4:30 to pick up children from day cares and avoid extra charges, and many more that are not beneficial to the employees served by the District. He encouraged the board to fix this and get away from the mindset that this is the only way it can be done.

Jackie Lansdale, president of Caddo Federation of Teachers/Support Personnel, thanked the superintendent for stopping by the Federation's after hours' professional development program. Mrs. Lansdale also expressed appreciation for inviting the Federation to the August 13<sup>th</sup> Back to School event, for the \$200 for supply money for teachers, and for making sure staff received the \$750 and \$500 pay supplement. Regarding discipline, Mrs. Lansdale announced that the Federation is planning a legal seminar on August 25<sup>th</sup> at the museum at the Fairgrounds and the need to address all the legislative changes, i.e. when a student is suspended, they must receive some level of credit, and the District's Bluebook clearly says that a student receives no credit, and some strategy needs to be put into place to address these issues. Additionally, state law says the teacher has the right to remove a student from the classroom without any steps and the Schoolwide Positive Behavior Support cannot circumvent this process and this needs to be communicated before school starts, along with many other changes, i.e. how teachers can communicate. Mrs. Lansdale also asked about when the plan will come back to the board

regarding employee salaries and will there be a communication to the employees/staff about the Skills Technical Diploma.

Mrs. Crawley announced that at 10:00 on Saturday, she will be representing the board at the Shreveport City Corvette Club's 7<sup>th</sup> Annual give away.

Mrs. May announced that the Queensborough Neighborhood Association's Annual Back to School event will be 3-7 p.m. on August 11<sup>th</sup> and they will offer free haircuts and school supplies. She said this event is sponsored in connection with SOBEK.

Mrs. Bell announced that the group again this summer attended the University of Virginia leadership executive training program in Charlottesville, Virginia. She stated this week of training was very intense, but it was very good and asked Dr. Dawkins and the staff to share during the retreat what happened at this conference. She asked if this program is offered again, she would like for a different board member to be offered the opportunity to attend.

Ms. Phelps stated that the current battle with the State Department is one we cannot afford and asked the superintendent to share with the board a copy of a flyer of the approved uniforms and follow up on the student who asked what if they could not afford the change in the school's uniforms and the principal told the student it wasn't her problem. She said the students in the community were quite disturbed because it was at a meeting for children to get additional information. The superintendent responded that this situation has already been addressed.

#### **PRESENTATION OF PROPOSED AGENDA AND CONSENT AGENDA**

Mrs. Crawford announced that Items 7, 8, 9.01, 9.02, 9.03, 9.04, 9.07, and 9.08 are the consent agenda. *Mrs. Crawley moved, seconded by Mrs. Crawford, to approve the proposed agenda and consent agenda for the August 18, 2009 CPSB meeting. Vote on the motion carried.*

**Adjournment.** *Mrs. Crawley moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 7:00 p.m.*

**August 4, 2009**

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, August 4, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Eursla Hardy, Willie Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Ginger Armstrong and Dottie Bell. Also present were Dr. Gerald Dawkins, secretary, and Reginald Abrams, legal counsel. President Crawford announced that Ms. Priest is out of town. Mrs. Armstrong led the prayer and Pledge of Allegiance.

## **VISITORS**

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, addressed the board on the Personnel Evaluation Plan. She stated that for the most part she believes it to be an excellent plan, and noted many aspects of the plan. Regarding the intensive assistance process portion of the plan, Mrs. Lansdale stated she believes there needs to be something included for new teachers for rehabilitation and the teachers given the resources they need in order to correct their deficiencies, specifically those who may not know all the components of effective teaching, i.e. management, planning, etc. She cited an incident where a new teacher in the first semester of teaching was going to be terminated but there was no due process showing where this employee was helped. She asked the board to look at the proposed plan and fix it by putting in a component for assistance and assessment for those in their first two years to provide them with some type of plan to help them get where they need to be so we don't lose them.

## **PERSONNEL RECOMMENDATIONS**

*Mrs. Crawley moved, seconded by Mrs. Armstrong, to approve the personnel recommendations and administrative reassignments as recommended by the superintendent and submitted in the mailout. Vote on the motion carried unanimously.*

The following administrators approved at the last CPSB meeting were introduced: (1) Gregory Grace, assistant principal, Bethune; Rosie Weston-Hudson, principal, new Math/Science Magnet Middle School; Cheryl Anderson, Instructional Technologist; Mia Brooks-Cooper, principal, Atkins Elementary, Belinda Stewart, assistant principal, Caddo Heights Elementary; and Kim Pendleton, assistant principal, Huntington High School.

## **REQUEST FOR ADDITIONAL STAFFING**

*Mr. Burton moved, seconded by Mrs. Crawley, to approve the request for one additional full-time counselor at Captain Shreve High School as submitted in the mailout. Vote on the motion carried with Board member May opposed and Board members Riall, Hardy, Burton, Crawley, Crawford, Armstrong and Bell supporting the motion. Board member Phelps abstained.*

## **APPROVAL OF PREK-12 STUDENT MANAGEMENT SYSTEM**

*Mrs. Crawley moved, seconded by Mrs. Bell, to approve the proposal of EdGear LLC for the PreK-12 Student Management System as recommended by staff and as submitted on the bid tabulation sheet. Ms. Phelps asked if this is general software for the schools as it relates to the new option of having more parental contact, etc. Superintendent Dawkins explained this is the comprehensive program and noted a revised, expanded explanation of the proposal at board stations. He added this program is currently in 70% of the Louisiana parish school systems, Federal and State DOE reporting processes and Special Education reporting attendance, a parent portal calling system, a progressive system of the Louisiana Comprehensive Curriculum, academic eligibility, etc. Ms. Phelps asked if there was a bid? Mrs. Crawford responded that it is on BoardDocs. Vote on the motion carried unanimously.*

## **PROPOSED REVISIONS TO CADDO PERSONNEL EVALUATION PLAN FOR 2009-10**

*Mrs. Crawley moved, seconded by Mrs. Bell, to approve the Personnel Evaluation Plan as presented with a recommendation that the committee will come back together during the upcoming year and consider how the district will implement the teacher assistance and*

*assessment program that the state is not funding this year; and furthermore the board recommends that the committee considers a plan demonstrating that all teachers including practitioners, certifications, provisional certifications and out of state certifications will be observed and evaluated and include alternatives to provide these teachers assistance as necessary.* Mrs. Crawley stated that she would like to be able to say they will do this, because it has been suggested before, but the attorney asked that the committee be given this year to come up with it. Mrs. Crawley said the employees are very valuable so when we get someone who wants to teach, and it doesn't mean they can teach, but they want to teach and she doesn't want us to take the easy route and discard them too fast before providing them assistance. Mrs. Bell stated she agrees with the comments and you can't put a new teacher in a classroom and expect them to know everything without any help and assistance before we evaluate them. Ms. Phelps asked the superintendent where is it in the plan where we evaluate principals based on expectations other than the evaluations they have had in the past? She said she doesn't believe the district would be in the situation it is in if there was more of an evaluation from the principals on community concerns based on school performance scores, parental involvement or someone on the committee. Ms. Phelps said her main concern is having an instrument not just for the AU principals, but for everyone, to look at the school performance score, parent input, and directors having input from school principals, because she has concerns that principals have been doing what the directors tell them to and principals are being evaluated, but who evaluates the directors where they are being held accountable for where our schools are with their school performance scores. Dr. Dawkins explained that the document before the board is one that has been developed over the years in conjunction with the State and as the district is reorganized, it will be taken to another level and school directors will be responsible to the Chief Academic Officer and will be evaluated on the performance of schools and the principals in those schools. He added that staff has also taken part in the Vanderbilt Assessment of our Schools so we can design Staff Development programs to also help principals improve. Ms. Phelps asked if these plans are in the Personnel Evaluation Plan? The superintendent responded it's not particularly in the plan as Ms. Phelps spelled it out, but it is a need staff will address. Ms. Phelps asked if this is something that can be addressed next year, revisit and incorporate? Dr. Dawkins explained staff looks at everything on an annual basis and will consider it. Ms. Phelps indicated to the board that this will not be the last time this is heard, because on Saturday morning at a Girl Scout meeting when administrators are concerned about their schools and asking where is the directors' accountability, she was at a loss for words. She explained that is why she had the item on last month's agenda and in speaking with the attorney, she would like it spelled out in the evaluation next year so it is clear. She added at this point everyone needs to be accountable and it's a reflection of the district and the principals and teachers take it to heart and it appears that everyone else is not held as accountable so she thinks the entire evaluation tool needs to be looked at from parental input, community input and the scores as a major part. Ms. Phelps indicated this is a major concern in District 6. Dr. Dawkins responded that to anyone who might ask her these questions, she can let them know that directors are responsible to the Chief Academic Officer, who is responsible to the Superintendent and staff will certainly take any comments regarding the performance of anyone.

Mr. Abrams stated he has not looked at the instrument for directors, but it follows on the line of the job description as to how they are evaluated, and the principals' evaluation was explained at the last meeting. He said there are requirements within the job descriptions for the directors and he believes there is some modification occurring and this type information can be placed within the job description. Ms. Phelps asked if the maker of the motion would accept a friendly amendment to the motion to add this. Mr. Abrams explained this is a part of it and the plan itself, Bulletin 1525, refers back to the job description, so you really don't change the plan, but you change job descriptions and evaluate based on that job description, so you are really asking for job descriptions to be reviewed to make sure they include the components that the directors are being properly evaluated. Ms. Phelps said she thought the job description included this based on her conversation with the attorney and is just the evaluation tool. Mr. Abrams explained that the observation forms track the job description and they should comply with one another. He added a motion is not needed to change this, because every position listed in the PEP has an observation form and a job description. He also stated it should not be changed mid-stream and at this point in time, you would look at the job description and make sure the observation form follows it. Ms. Phelps asked if there is a job description page for a director? Mr. Abrams said there is and it will refer to the job description of the director and the observation form with a number. Dr. Dawkins stated the instrument does exist, but asked if there is a concern that it is not happening? Ms. Phelps responded that obviously it hasn't been happening if it hasn't been

reflected, but she thought the job description would reflect what should be happening, and asked if the job description reflects that directors are accountable for what happens in the school, and she doesn't believe the tool being used now is reflective of what is going on. Dr. Dawkins asked for clarification as to what is not reflective? Ms. Phelps stated she understands what the attorney is saying with the job description, but she would have thought the evaluation on the job description would reflect the director and the school's performance, just like a principal. In layman terms, she said when the principals have been in the schools for over 10-12 years and the school performance scores have continued to dwindle, there are community and parental concerns that this is not reflected in their evaluation, and when parents ask board members why a principal is still there and there are evaluations, she doesn't believe the evaluations reflect what is actually going on. She said this is what she had on the agenda last month, and if she needs to *amend the motion to reflect that this will be looked at next year*, that is what she would like to do. Mrs. Crawley and Mrs. Bell as the maker and second of the original motion, accepted this as a friendly amendment. Mrs. Bell stated she understands and believes all Ms. Phelps is saying is we need to be accountable; and the board, as the policymaker, needs to look at the policies and look at where revisions need to be made. She agreed this is too wide and it needs to be in black and white from the superintendent down as to who is accountable to whom and for what. Mrs. Bell also asked that when parents are involved that the parent is not involved in the community as it relates to that person's evaluation, but that it is an independent person. She also stated she believes the Evaluation Committee is approved by the Superintendent and the Board.

Mr. Riall referenced the exception mentioned regarding new teachers and the assistance program awarded them in the event their evaluation indicates they are not performing up to par. He noted that four years of college and ½ year of student teaching does not make one a teacher, just as running for school board doesn't make one a board member, and he believes part of the issue is not the evaluation plan, but what actions will be taken based on the evaluation plan, and are we going to nurture our new teachers and help them by giving them all the assistance possible to be successful teachers.

Mrs. May stated she too is concerned about this issue because she has noticed that all our hearings are with teachers or classified personnel and she doesn't understand why the board never hears anyone complain about principals or Central Office, because she knows those in the classroom are not the only ones who experience trouble, but they are the only ones that reach the board. She said the board needs to also be able to assess some of these situations, and she believes this is something that should be addressed at the board's retreat.

Mrs. Crawley asked Attorney Abrams about concerns she has about this year's new teachers and if they will be in the same situation as they were last year or are we going to begin offering them some intensive assistance? Mr. Abrams said the issue he noted was if the LaTap Program was not utilized, then the persons would be evaluated based upon a regular assistance program. Mrs. Crawley asked about the PTs with zero to two years? Mr. Abrams indicated he did not say that. Mrs. Crawley stated that her motion now does not help people this year, but she hopes the staff is listening and that a policy might be drafted and forget making it a part of the Personnel Evaluation Plan. Mrs. Crawley asked that any of these committees – from the discipline to this committee – bring it in a more timely manner rather than in July and expect a vote with such short notice, as she believes the board is accountable for how employees are treated.

Ms. Phelps added regarding the sentiments of the new teachers that she was disappointed to hear about the number of times a new teacher went to the assistant principal to ask for supplies to start the new year and the process for getting her room ready, and it was a bother to the assistant principal, and there was not any assistance in her preparations; and since there is not an avenue to share these concerns, they become discouraged and we lose them.

Dr. Dawkins stated that new or veteran teachers are encouraged to get the information to staff.  
*Vote on the motion as amended carried unanimously.*

**Adjournment.** *Mrs. Crawley moved, seconded by Mrs. May, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:10 p.m.*

**August 18, 2009**

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 18, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Eursla Hardy, Willie Burton, Charlotte Crawley, Tammy Phelps (arrived at approximately 4:50 p.m.), Lillian Priest, Barry Rachal (arrived at 4:42 p.m.), Ginger Armstrong, and Dottie Bell. Also present were Superintendent Gerald Dawkins and Legal Counsel Reginald Abrams. Mrs. Crawford announced that Mrs. May is out of town and Mr. Ramsey is still recuperating. Mrs. Armstrong led the prayer and Pledge of Allegiance.

### **CONSIDERATION OF MINUTES OF THE JULY 21, 2009 AND AUGUST 4, 2009 CPSB MEETINGS**

*Mr. Burton moved, seconded by Mrs. Hardy, to approve the minutes of the July 21, 2009 and August 4, 2009 CPSB meetings as submitted. Vote on the motion carried unanimously.*

### **ESTABLISH AGENDA AND CONSENT AGENDA**

Superintendent Dawkins highlighted items for the board's consideration. Mrs. Crawford announced that the consent agenda items are 7.02-7.03, 8.01-8.02, 9.01-9.02, 9.04, and 9.07-9.08.

### **PRESENTATIONS**

**Mathematics, Science and Technology Report.** Mrs. Gunn shared with the board that the district has been blessed with the Biomedical Research Foundation's support of the MST program, and introduced Susan Rogers, instructional coordinator of the MST Project at Southwood High School. Mrs. Rogers shared with the board the following highlights of the MST program for the 2008-09 school year which was to further the vision to integrate technology into the curriculum to enhance the learning of all MST students. Principals Mark Allen, Keithville Elementary/Middle School; Dr. Gerald Burrow, Ridgewood Middle School; Ken Wood, Southwood High School; and Anthony Tisdale, Woodlawn Leadership Academy were introduced and thanked for their enthusiastic support of this program. Mrs. Rogers explained that MST transforms the instruction within the Core classes of English, Mathematics, Science and Social Studies reaching students of all academic abilities. She announced that with the completion of this summer's instructional sessions, 23 new MST teachers have been trained and will receive customized technologies for their classrooms to enhance learning opportunities. This brings the total to 111 MST qualified teachers in the Core curriculum courses. She also highlighted the various type training sessions held during the summer. Mrs. Rogers announced that the MST website was created last fall in an effort to increase public awareness about the MST program, and MST teachers are now creating individual websites to use as an effective communication tool for their classrooms, and will include activities and assignments, uploaded documents and powerpoint presentations, password protected access to students' grades, and to encourage parent contact through email inquiries and observation of student assignments. She also highlighted the Biotechnology Magnet Academy, EAST Computer Lab, FIRST Robotics Programs, and FIRST Lego League, unique offerings within the MST program, and the activities and successes the students experienced in each of these. Mrs. Rogers also highlighted the following goals of the Math, Science and Technology Program: Increase public awareness of MST Program, provide additional technology training, facilitate teacher communication with technology, continue upgrades to school and teacher websites, coordinate student certification and coursework with area colleges and universities and increase qualifications of teachers.

Superintendent Dawkins thanked Mrs. Rogers for this report and recognized the students and staff present who are involved in this program, as well as Jack Sharp with Biomedical Research Foundation. Dr. Dawkins shared his excitement about the possibilities of what we can do in math, science and technology for Caddo's students and that Biomed has notified him of the desire to expand this program to other schools, i.e. Booker T. Washington and Woodlawn.

Mrs. Armstrong stated appreciation for the superintendent's support in this program and how from the beginning it was hoped that this program would be one that would expand to other

schools in the district. She personally thanked Jack Sharp for his leadership, as well as the principals and instructors who have helped this program grow and succeed.

Ms. Priest said she is happy to hear Mr. Sharp is looking to expand this program to other schools.

Dr. Dawkins explained that Mr. Sharp sent a representative with the group that visited the New Technology School in Dallas, Texas and his engagement in this program with Caddo is very much appreciated.

### **PUBLIC HEARING FOR NAMING THE NEW LINWOOD SCHOOL THE M. J. MOORE MATH/SCIENCE MAGNET MIDDLE SCHOOL**

President Crawford declared the hearing open for naming of the new Linwood School the M. J. Moore Math/Science Magnet Middle School. There being no speakers, Mrs. Crawford declared the hearing closed.

### **VISITORS**

Tabatha Taylor, parent, address the board in support of special education. Ms. Taylor noted the unfortunate incident at Huntington High School on Monday, which has since been corrected; however, her concern is there is a true disconnect in special education in Caddo Parish Schools. She stated that this department should not be looked at as a separate department, because we are all one in the same and the board represents all the children. She said she also wants to put a face to children in Special Education and asked the board to look at her face, because she represents the parent who may not know, the child who cannot speak for themselves, so our children will be recognized. Ms. Taylor asked that in the future the board put a face to those children and adults plagued with special needs. While these students do have a different way of learning, they do want love and compassion as any other person does. She noted that it is her quest to make certain that every child's voice in Caddo Parish is heard and they receive the best qualified education that the constitution says they are entitled to and nothing less will be acceptable. Ms. Taylor stated the board will have to restore her faith and that of other parents in its ability to do what needs to be done and asked the board to implement mandated training for parents, staff, administrators, as well as themselves and incorporate them in this body.

Jackie Lansdale, Caddo Federation of Teachers/Support Personnel, addressed the board on the many ways a supervisor can cite an employee for violation of a policy; however, there are limitations when an employee wishes to note the violation of a rule or policy. She noted the Federation's diligence in protecting the grievance policy and there is only one recognized in law that allows an employee to file a complaint against an employer, and cited examples of this occurring. She added it is very disturbing when this policy is ignored, deliberately delayed or manipulated, and noted the time it took for an employee to go through the grievance policy and that because the board promised there would be another study conducted and a restructuring of the classification, the employee agreed to recess the grievance and allow the district a chance to issue RFPs completing the task, and noted that two years later there is still no plan. Mrs. Lansdale again stated that last year a request was made of the board to restore order to the classroom by minimizing disruptions, boundaries to the number of faculty meetings, stop the encroachment of teachers' unencumbered time for planning, enforce the district's discipline code and not circumvent it with other non-approved processes; and because the board approved policy on undefined interruptions was violated, over 50 grievances were filed citing specific disruptions; and after hearing no response from the principals, learned the principals were told not to respond. Now, as the policy dictates, the policy was sent up through the channels to where it is now. Mrs. Lansdale asked why the building representatives are being called in for a conference about the grievance and asked who this responsibility belongs to. And in their efforts to protect the Grievance Policy, recognized this is important and is done because it counts. Mrs. Lansdale also commented on the Back to School Kickoff celebration and what a positive motivator this event was, and encouraged this positive motivation in every other area. She asked that staff reiterate to the principals that teachers are to have unencumbered time, which means free from supervisory and other related duties. She also asked about the new middle school principal who announced to his staff that there would be no planning period and this is a horrible example of management abuse. She also said there needs to be a way we can eliminate interruptions; and finally when an employee brings issues to the board to be addressed in a hearing, she asked that the board take them seriously.



Henri Wesley, parent, addressed the board on the 4:30 ending time for Booker T. Washington's school day and questioned how the additional hour will be used. Mr. Wesley stated 4:30 is late and asked the board's consideration of moving the additional hour to 7:30 a.m. He shared he believes the earlier parts of the day will be better for all involved.

Cheryl Alexander, parent, addressed the board on the 4:30 ending time for AU schools, and that her son has been at Fair Park for three years, and noted the reasons why the 4:30 time is not a convenient time. She asked why the time was not changed so parents could have been notified at the end of last school year and made aware of the change before the start of school.

Marie Bradley, parent, addressed the board on the 4:30 ending time for Fair Park High School, and shared some of her concerns and problems with the students getting out this late, especially when Daylight Savings Time ends. She said she is concerned for her child's safety especially for those that walk home after school and how early it will get dark. Mrs. Bradley said she did not know anything about this when school ended last year and thanked the board for consideration of changing this ending time.

Wilbert Malone, parent, shared with the board that he understands it is a difficult task for the board to make these changes; but as it relates to the 4:30 time, he understands it was something mandated by the state and he believes the state is setting forth guidelines which are not always etched in stone and as was said earlier, the board members are the employees and the citizens are the employers and he doesn't believe Caddo Parish, nor the State, has the right to dictate or mandate to the people how something is going to be done, but in actuality it is the other way around. Mr. Malone stated his understanding of the concept, but he said there is a problem in the logic, because if a school is classified AU, the students have the right to transfer to another school; and the state is not putting the failure on the students, but they are saying the teachers are the failures; and he is not saying the teachers are failures, but their logic. He asked about the extra hour at the AU schools, but if a student can transfer to another school and other teachers can teach them, then it is being said that it is not the students fault; but if you stay after hours, then you are saying it is the failure of the student and he believes there is a failure in the logic. He added that someone needs to say this is unacceptable and someone needs to look at this from a realistic standpoint.

Merry Morris, for January Morris, stated she is speaking for her sister who is out of the room regarding the extended day. She said the major problems include parents were not informed in a timely manner of the change in school hours, parental input was not encouraged for the change in the time, i.e. time could have been added at the beginning of the day or integrated throughout the day. She noted that adding an hour at the end of the day is like putting a weight on a life jacket. Ms. Morris also noted the effect it has on after-school athletics and other extra curricular activities, after-school jobs, after-school responsibilities to keep siblings, transportation issues, safety in the 5:00 traffic. She said she believes the focus is that our students have effective instructional hours and she believes students are more alert at the beginning of the day than at the end of the day. Ms. Morris stated that it is understandable the extra hour may need to be implemented for the betterment of the students, but parents feel their input should have been valued before making this decision.

Trudi Walton, parent, addressed the board on the time Booker T. Washington is getting out of school and with three children in Caddo schools, she said it is very difficult, especially for her son that wants to work. She asked the board to reconsider and change the high school hours to 7:30-3:30.

Adria Sweeney, parent, shared with the board her concerns about school releasing at 4:30. She stated she doesn't see a problem in adding an extra hour or 30 minutes to the morning hour, but said she doesn't know who took it upon themselves to say the students should get out at 4:30 or even 3:30, because this is late for those students who have younger sisters and brothers. Ms. Sweeney said she is a parent that is involved in the schools, and she believes 4:30 is too late.

Cedric Choyce, Caddo Association of Educators, addressed the board regarding the 8:30 to 4:30 schedule for targeted high schools and the reasons why this time is not convenient, i.e. Central Office closing at the same time they are getting off work, athletic activities, parents who are educators. He also shared with the board a memo that was shared with employees saying it was

not necessary to come to this meeting because this issue would be addressed at another meeting. Mr. Choyce said this change is not only a hardship on students, but on employees also and is a time that no one likes. He added if this change is about the money, he said it is no problem for employees to come in at 7:30 and the students come in at 8:30 to 3:30 p.m.

Kojo Livingston, parent, shared with the board his concern about the 4:30 closing time. He said when he first heard of this change, he thought it was a joke, because it has been tried elsewhere, but it failed. Mr. Livingston added that he has been involved in education for years and it disturbs him that the welfare of the children is always the last thing to be considered and cited the lateness in the day and students having to walk home. Mr. Livingston asked if there is any evidence that extending the school day will provide a better education, because he believes if a teacher can't teach in six hours, what magic will happen in the additional hour. He said his philosophy is no one should be able to teach a child or administer or be on a board unless they are willing to die for these children. He said the safety and well-being of the children is at stake and he would like to challenge the board to take a stand and say the children come first.

Tanya Booker, parent, addressed the board on the extended day and expressed her concerns for the athletic programs if the students are not getting out until 4:30. She said giving the extra time is not punishment, but it kills morale and we should be encouraging, motivating, building and strengthening these students. She said much of the media time has been spent on charter schools and she believes the plan to extend the time should have been advertised more so the parents were aware of the new time and why. She said she doesn't believe it was well thought out and asked that the board reconsider this decision.

Geneva Smith, BTW student, addressed the board on the additional hour during the school day, and stated she doesn't believe it's right that the students didn't have a say in the change in the extra hour. She explained this interferes with her after school extracurricular activities and her job, and she believes the 8:30-3:30 time in place the last three years worked. Miss Smith added that when most are getting off work, she is going to work after being at school all day, and she must work to help her single Mom.

Cynthia Tisby, mother of Geneva Smith, said her children grew up at Ingersoll Elementary School and she doesn't believe it is fair that they have closed this neighborhood school and asked the board to reconsider reopening this neighborhood school.

Timmy Lane, parent, addressed the board on letting school out at 4:30 p.m. and that it is not fair to those students who are dedicated and involved in various organizations after school, i.e. band, football, cheerleaders, etc. Mr. Lane said getting out of school at 3:30, students would complete practice around 5:30 and if students get out of school at 4:30, then this makes them getting home an hour to an hour and a half later.

LaTravious Sharbono, student, addressed the change in the school day at Fair Park High School and students getting out at 4:30. Mr. Sharbono said that regardless of when the schools let out, students still must be there an extra hour and everything just becomes more chaotic. He said if they are not getting it in the time given, then he doesn't understand why we are giving them more time to mess up. He reminded the board members that they are not there everyday and aware of the schedule on a daily basis. He said he doesn't believe this is a win-win situation, but only one that places more stress and anger on everyone.

Patrice Bowden, parent, addressed the change in the end of the school day and she believes it is ridiculous for students to have to wait for this long in the afternoon. She shared the difficulty on her family with the students getting out this late, and her concern for her children's safety. Mrs. Bowden said the parents should be allowed a vote in this and noted the community meeting in which none of the board members or superintendent attended.

**Recess.** Ms. Priest requested a recess for five minutes and President Crawford called for recess at approximately 5:42 p.m. The board reconvened at approximately 5:57 p.m.

Frederic Washington, former BTW student, shared with the board that he is in the schools and while he supports the additional hour, he doesn't support the 4:30 ending time. He expressed his apologies because he believes the board and staff did their part to make sure everyone was knowledgeable of what was happening in the community, because he knows it was more than a

year ago that Dr. Dawkins made public what was happening. Mr. Washington reminded everyone that we are in a battle with the Department of Education who is taking our schools and turning them into charter schools, and when they do, Caddo students are not the ones benefiting from an education in the charter schools because they are recruiting outside the parish. He commended the board for its efforts and encouraged everyone to be more accountable as citizens, and noted the lack of participation in the community meetings scheduled. Mr. Washington noted that if Dr. Dawkins had not developed a plan for our schools, the State would have taken them and the State doesn't care about the extra hour. He said he knows there are board members who have worked in the classroom and are able to relate to the students and will not approve a policy that isn't for the welfare and positive benefit of the children. Mr. Washington asked for the board's consideration of releasing the students at 3:30 rather than 4:30, even though the additional hour is acceptable for helping improve our schools and there is a need to have a rigorous plan in place.

Mary Tucker, parent, addressed the board about the 4:30 ending time, and shared with the board that on Monday, the athletic bus did not show up and the students had to coordinate carpooling to get home. She asked everyone to give the restructuring an opportunity to work.

### **CONFIRM THE CONSENT AGENDA**

Mrs. Crawford announced the correction to 9.08 and that the school should be Mooretown and not Midway. *Mr. Burton moved, seconded by Mrs. Hardy, to confirm the consent agenda (7.02-7.03, 8.01-8.02, 9.01-9.02, 9.04, and 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.

#### **Item No. 7**

**7.02 Requests for Leaves.** The following requests for leaves were approved by the board as submitted in the mailout.

##### Certified

##### Leave Without Pay, August 7, 2009-August 7, 2010

Bryant, Rosalind G., Counselor, Homeless Education, 32 years

##### Sabbatical Leave (Medical), Fall Semester 2009

Fain, Marilyn P., Teacher, Summerfield Elementary, 30 years

Latimer, Charlotte, Librarian, Mooringsport Elementary, 30 years

Dorrah, Amy N., Teacher, Oak Terrace, 31 years

##### Sabbatical Leave (Medical), Fall Semester 2009-Spring Semester 2010

Easter, Helen, Teacher, Hamilton Terrace, 35 years

##### Classified

##### Leave Without Pay, July 21, 2009-Doctor's Release

Wardell, Jason, Laborer, Maintenance, 12 years

##### Leave Without Pay, August 14, 2009-August 14, 2010

Parker, Kristi, Teacher's Aide, Barret Paideia Academy, 3 years

##### Leave Without Pay, August 17, 2009-September 25, 2009

Ealy, Tamelle, Teacher's Aide, Northside Elementary, 1 year

##### Leave Without Pay, August 17, 2009-May 31, 2009

Pegues, Elcena, Teacher's Aide, Central Elementary, 2 years

##### Leave Without Pay, November 2, 2009-November 13, 2009

Coleman, Stephanie, Interpreter, Special Education Center, 8 years

**7.03 Other Personnel Transaction Reports.** The board approved the other personnel transaction reports for the period of June 25, 2009-July 24, 2009 as submitted in the mailout.

#### **Item No. 8**

**8.01 Bids (Purchasing).** The board approved the following bid as recommended by the superintendent and submitted on the bid tabulation sheet placed at board members' stations: (1) School Aids, totaling 11% for local school supply store discount.

The board also approved the bid of William Gordon Boogaerts, totaling \$8,150 per year, for the agricultural and hunting lease for the Dixie Lease property.

**8.02 Bids (Capital Projects).** The board approved the following bid as recommended by the superintendent and submitted on the bid tabulation sheet in the mailout: (1) Terry's Roofing and Sheet Metal, with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$449,500, for Project 2010-207, "Herndon Roof Office Area, Band Room, P.E., Wings".

### Item No. 9

**9.01 Request for Consent to Assignment, EXCO Operating Company, LP TO BG US Production Company, LLC.** The board approved the consent to assignment from EXCO Operating Company to BG US Production Company as submitted in the mailout.

**9.02 Approval of Bid for Board Agenda System.** The board approved the proposal of XTG, Inc. for the Board Meeting Agenda System as recommended by staff and submitted in the mailout.

**9.04 MOU For Mobile Dental Services.** The board approved the Memorandum of Understanding for Mobile Dental Services which is a continuation of the MOU approved by the CPSB in 2008 and reflects the changes required by the 2009 Louisiana Legislature as submitted in the mailout.

**9.07 Naming of Northwood Baseball Field for James Farrar.** The board approved naming the Northwood Baseball Field for James Farrar.

**9.08 Gateway Programs at Broadmoor, Sunset Acres, Oak Park and Mooretown.** The board approved staff proceeding with testing students to determine eligibility for Gateway, determine the need for the programs in Caddo schools, including predicting incoming students for next school year.

### EXECUTIVE SESSION

**Student Readmission Appeal.** *Ms. Priest moved, seconded by Mrs. Crawley, to approve staff's recommendation for J.P. (parents are in agreement). Vote on the motion carried unanimously.*

### NEW TIME SCHEDULE FOR AU SCHOOLS

*Mr. Burton moved, seconded by Mrs. Crawley, that agenda item 9.11 (New Time Schedule for AU Schools) be moved to the next item for discussion and vote due to the large audience and interest in this item. Vote on the motion carried unanimously.*

*Ms. Phelps moved, seconded by Mr. Burton that the extended day in the AU high schools be from the time of 7:30 a.m. to 3:30 p.m. Ms. Phelps stated her understanding of parents' concerns and she had planned on making a motion to postpone this item until further conversation; however, the attorney said, and we have not even inquired of with the state about the extended time since the MOU was approved, and she will look over that today. She apologized to the parents for the implementation of the 8:30-4:30 time which was not approved by the board, and a time change should be approved by the board. She explained she was waiting on getting the time change, so this could be communicated to the parents during the summer and this is something that should have been done. While the board did approve the extended time, the board did not say what the time would be, and for this, the board apologizes. Ms. Phelps also noted that parental notification is something that should have happened over the summer. Regarding the statement during the visitors section that this was a state mandate, Ms. Phelps clarified that the state did not mandate the extra time, but they approved the extra time in what Caddo submitted in the plan of what we would do. Ms. Phelps noted that the parents are the most important group and she doesn't believe any board member wishes to take away the fact that we are not for the extended time; however, the notification piece was most important. She asked that we are more conscious in the decisions being made and not take a chance of leaving out input from the parental group. She said the most important issue in this is we did not notify the parents in the time that we should. Ms. Phelps explained she is asking for the 7:30 to 3:30 p.m. time for these four high schools and that staff adjust the times for the transportation transitions.*

Mr. Burton stated that the extended time has been discussed because it is a requirement in the The Caddo Plan. He said he is also concerned about students, and especially the female students, having to walk home after dark and their safety, as well as those students who must work and/or keep siblings in the afternoon because of the parents' work schedule. Mr. Burton stated that these things have been discussed all year and the speaker who commented about the board members not being in the community meeting, he explained that the board members were in a retreat on August 5<sup>th</sup> and 6<sup>th</sup> and he was out of town, so whoever said the board should have been there was misinformed; however, the board is looking to solve this issue at tonight's meeting. He encouraged those in the audience that no matter the outcome, to please work together. Mr. Burton stated he supports Ms. Phelps' motion because he is not satisfied about the late hour these students will be out after work and sports.

Dr. Dawkins shared with the board and audience that eleven of Caddo's schools were deemed academically unacceptable before he came to Caddo and the Caddo Parish School Board approved The Caddo Plan, which also was ultimately approved by the BESE, which included extensive overhaul of the schools' instructional programs, staff and additional time on task for students as required by the State. He said schools across the country that are being turned around have extended days to give students more time on task and in some cases to catch up. Regarding the question of whether or not teachers are teaching, he believes people are teaching, but in a restructured situation, there must be different types of teaching instead of doing the same thing and getting the same results. Dr. Dawkins added that he believes Caddo's teachers are well trained to make certain that it works in any situation. Dr. Dawkins stated that if Caddo is going to be academically strong, it is necessary to do something different and this is an attempt to do that. He said everyone doesn't have to agree with this; however, he assured everyone that these schools were going to be taken over by the State, and if this had happened, there would certainly not have been any input to change anything. Dr. Dawkins also noted that the charter school cap was lifted for the entire State and what used to be 75 is now unlimited. He reported that for those schools in the restructuring mode where time has been added, program changes are common across the nation and the State for the schools labeled academically underperforming. He said his belief is that we get these students up to speed so they can compete and that is what this is about. Dr. Dawkins stated that for him it is about, and he will look out for, every child and he takes offense that we are not looking out for kids in every area. Dr. Dawkins announced that next year all Caddo high schools will go to a block schedule which allows for all this to be done because of 90 minute block classes. He said it is necessary to move quickly because the State is not willing for Caddo to do the same things over and after-school programs, transportation, etc. are all handled on a personal basis. In looking at test scores and drop out data, he said it is evident that we need to do everything we can to bring up every student in every school. He said the staff will do whatever the board decides and will do whatever we can to make it work, but the logic is to give students better opportunities to be successful in school; and if we don't we are failing.

Mrs. Crawley stated that she would like to be able to vote for requests from parents, but asked about the elementary and middle schools. Dr. Dawkins explained that the schools that were considered for potential state takeover, but we were allowed to keep (the Superintendent's Target Schools) include a 7:30 starting time for middle schools and 3:30 dismissal, the starting time for elementary schools is 8:00 and the dismissal is 4:00, and the high schools are 8:30 to 4:30. He also asked board members to remember that the district transports approximately 20,000 plus students a day with three tiers of transportation, and buses that pick up middle school students, also pick up high school students and elementary students. Mrs. Crawley asked for clarification if we are talking only about the four high schools and the others will remain the same. Mrs. Crawley asked the transportation department to work this out. Dr. Dawkins responded that Mr. Jones cannot respond as to how long it will take to work this out, but assured the board that whatever the board decides, staff will do what is necessary to make it work. Mrs. Crawley stated that the speaker who talked about logic was very accurate and that the entire issue is illogical and encouraged others to attend the meeting in Baton Rouge on Thursday. She also clarified that most of the teachers were not fired, as most of them were tenured and would have to be fired. Mrs. Crawley noted the book "The Outliers" about those who succeed way beyond what is expected. She said to close the gap in academics, the children who are not doing well need more time in school if that is what they need. She said she also is interested in children being safe and if it can be worked out, she will vote for the 7:30 to 3:30. Ms. Phelps stated that they have no other choice but to work out a board directive. Mrs. Crawley stated she has a concern about chaos, as well as the fact that the Federal Government is supportive of charter schools and telling

everyone what to do, and noted that if the board approves a 7:30 to 3:30 day, there will be parents up here complaining about the 7:30 time being too early.

Mrs. Bell reported that upon receiving the many phone calls, she did some research; and said when it is a children problem, she will deal with it; however, when it becomes an adult problem, she will leave it alone. She stated her research indicates that teens' brains function better between 10:00 and the evening. Mrs. Bell also asked the maker of the motion if school starts at 7:30, what time does the administration have to be at the school? Ms. Phelps said she assumes they would do what they are doing now. Mrs. Bell also shared with everyone how the BESE meeting went in Baton Rouge and how much it upset her to hear the State Superintendent say that the eleven schools in Caddo Parish are not doing anything. She said the reason they left Caddo alone and didn't take any others besides Linwood and Linear is because Dr. Dawkins had a plan to reconstitute these schools and she made everyone aware that there is another charter provider in town looking at Booker T. Washington High School. She said if we don't do what we need to do, everyone needs to be ready for the fact that the State could take more schools. Mrs. Bell noted that last October the superintendent presented his proposed plan to the board and to audiences across the city and the people were not in attendance. Mrs. Bell said while the schools in her district are not where these eleven schools are today, there is a possibility; and it is important to follow the plan. She encouraged anyone interested to attend the BESE meeting in Baton Rouge on Thursday. She also shared with the audience and other board members a discussion she had with State Superintendent Pastorek during the state leadership training in Charlottesville, and asked him why he lied and why he is discriminating against Caddo's students. She said it will be sad if we do not get the students educated and however she votes it is what's best for the children.

Ms. Phelps reiterated that the root of this issue is the board did not vote on the time for the new schedule and regardless of the comments regarding research, etc., and what the district is dealing with the State Superintendent, the school board as an elected body in the parish did not have the conversation that is taking place today and she believes the parents and public are owed that and is the reason for her motion today to let parents know in time. She asked the parents to help the board help their students succeed. She added when talking about the School Performance Scores, it all starts with one individual score and each child being in class and showing respect for the one bringing the education to them. Ms. Phelps also stated that she was never in a meeting when the times were discussed, so she can't say she knew the time was going to be 8:30-4:30, because she was never informed and she believes she has a right to know. Ms. Phelps said she wishes this had been brought for a vote long before now and that everyone had an opportunity to share their concerns and thoughts. Ms. Phelps added that it's not about what the adults can do, because once the board makes a directive that benefits the students, then the adults are supposed to carry it out. She said it's not about what we can't do, and she is counting on the Transportation Department to come back with any changes that need to be made.

Dr. Dawkins responded that the board will decide what to do and staff will respond to that directive. He added that he doesn't wish to sell our children short, because we need to give them all the tools they need to compete, and if they can't compete, they won't survive. He said this plan is designed to give children an opportunity to grow and learn in ways they have not before, which is what this is all about. The superintendent also stated that we can't continue to do the same thing we have always done, because it obviously has not worked. Dr. Dawkins added that there is much to do in the parish and we owe the children in Caddo Parish the ultimate use of time and resources to give them everything we can. He said the students must be prepared and clarified that beginning this year the cohort graduation will be used to rate the schools; and cohort graduation will send a very clear picture as to how many adults graduate and define Caddo for who it really is. Dr. Dawkins said he only wants to make sure that we provide a good education for every child.

Mr. Riall asked about the plan to go to block schedule next year? Dr. Dawkins explained the process will begin in January by training staff on this structure. Mr. Riall asked about the start and end times for schools in this schedule? Dr. Dawkins responded even though we don't know what the time will be, staff will strive to make this a smooth transition for the teachers and parents.

Mr. Rachal stated that the board hired Dr. Dawkins for the purpose of educating our children; and he believes Dr. Dawkins is making recommendations for implementation that will be best

suited to Caddo and its' children; and he reminded the board members of what Mrs. Bell said regarding the State having our children, but the superintendent and board worked as hard as any board to keep our students. Mr. Rachal said that many families have already made plans for the 8:30-4:30 day; and asked if the board makes a decision to change it to 7:30, how much notice is being given to those who have adjusted to the new schedule. He said the board had long discussions, the MOUs were discussed, and he had a copy of the information shared with the members of the board before this happened.

*Mr. Burton moved, seconded by Ms. Priest, to call for the question. Vote on the motion to end debate carried with Board members Crawley, Phelps and Crawford opposed and Board members Riall, Hardy, Burton, Priest, Rachal, Armstrong and Bell supporting the motion.*

*Vote on the main motion failed with Board members Riall, Hardy, Burton, Phelps and Crawford supporting the motion and Board members Crawley, Priest, Rachal, Armstrong and Bell opposed.*

## **PERSONNEL RECOMMENDATIONS**

*Mrs. Crawley moved, seconded by Ms. Priest, to approve the personnel recommendations as recommended by the superintendent and included in the mailout. Ms. Phelps inquired of the new director position of Assessment and Support and if this is replacing Mrs. Woodard's old position or if it is a new position. Dr. Dawkins explained that it is the revamping of an old position, upgrading it, increasing the responsibilities and is not adding a new position. Dr. Dawkins said this new position was created and the old position eliminated. Ms. Phelps asked if this is another director position? Dr. Dawkins said that is correct. Vote on the motion carried unanimously.*

## **DISCIPLINE REVIEW COMMITTEE'S RECOMMENDATION TO AMEND BLUE BOOK/STUDENT DISCIPLINE POLICY JG (REQUIRED BY SPED-CAP)**

*Ms. Priest moved, seconded by Mr. Burton to approve the proposed changes to CPSB Policy JG as required by SPED CAP and submitted in the mailout. Mrs. Crawley stated that she has no issues with what is included, because these are our accommodations for recommendations that Dr. March brought to the board where the committee met following the books being printed, and she asked that we have a Discipline Committee meeting. Dr. Dawkins assured Mrs. Crawley there will be several meetings during the year, because there are emerging issues needing to be addressed. Vote on the motion carried unanimous.*

## **APPROVAL OF INTERIM CONTRACT FOR DR. ROBERT MARCH FOR CRAFTING CAP FOR 2009-10**

*Mrs. Crawley moved, seconded by Mr. Rachal, to approve the Interim Independent Contractor Agreement for Technical Assistance on the Development of an Intensive Corrective Action Plan as submitted in the mailout. Mrs. Crawley asked the board attorney what will happen if the motion fails. Mr. Abrams responded that potentially Caddo could lose all its Special Ed funding as well as Federal support for all our schools. Mrs. Crawley asked if we are mandated to do this, why is it necessary for the board to vote on it? Mr. Abrams explained that in actuality, the contract includes the terminology regarding the budgeted amount as to what he will be paid to actually write the Corrective Action Plan, which he has already done, and the board will have to pay him for the services. Mrs. Crawley asked Mr. Abrams if he found Dr. March's budget reasonable? Mr. Abrams responded that he did look at the budget and it is similar to what he had the last time and he will have to submit invoices to Mr. Lee for payment, verifying what he has done. Mrs. Crawley asked Mr. Abrams if he found his working relationship with the staff to be agreeable so that we would go into the contract a second year? Mr. Abrams explained that this comes under the second item on the agenda, and that several meetings were held with Dr. March and he would refer to them for comments in this area; however, he did make adjustments and changes to his proposal when questions were raised. Mr. Abrams said it was also clear there were certain things he may not have wanted to do, but plaintiff's counsel actually called him to do some things and he believes the relationship is such that he is working to help Caddo get out from under this. Mr. Abrams also stated that Dr. March has added the employee organizations to be on the CAP team. Dr. Dawkins stated he believes it could be described as a growing relationship because he is doing more to work with us. Mrs. Crawley asked if there was a choice of another independent contractor that we could have chosen? Mr. Abrams responded that this*

person was suggested along with a couple of others and at the time, the director of Special Education contacted other districts that had used Dr. March and it was a joint agreement. Mr. Abrams said that he believes if the board does not continue on with the process, that we risk losing the ground we gained in the first year and possibly end up under the CAP longer. Mrs. Crawley asked if there is a way we can evaluate his progress the same as we do anyone else we hire? Dr. Dawkins responded that we do have an opportunity to assess his performance based on what our needs are and the CAP and a meeting was held last week with the initial plaintiffs, and he believed the meeting went very well in looking at training our staff to better work with those with disabilities. Dr. Dawkins added that he believes the other entity has helped to clarify what has to happen and it was a very informative meeting.

Mrs. Bell stated that she can't vote for this at this time and shared with the board that he is using 11 consultants and they are being paid \$1,500 a day. She also stated that it is recommended there will be monthly meetings with the superintendent and the CAP leadership team and the Caddo Parish School Board. She also shared that the consultants made seven trips over an average of two days and travel expenses for August 2009-June 2010 at a cost of \$1,250 per trip for a total of \$96,250. Mrs. Bell stated that each of the 72 schools will have a set report at a cost of \$500 per report for a total of \$36,000. Mrs. Bell also shared additional proposed expenses and stated that she questions all of this because of an incident that happened on Monday. She questioned the training that is being provided and the cost for the training. Mrs. Bell stated her agreement with the speaker and that it's not two different groups, but all of our students are one, and she has a problem paying someone \$736,000 and we are still having the same problems and complaints. Mrs. Bell said she will not support this until she sees some results.

*Ms. Priest moved, seconded by Mrs. Crawley, that this item be postponed until Dr. March makes a presentation before the board.* Mr. Abrams explained that there are some things that were to happen immediately, and also explained that the board is actually on the wrong contract. Mr. Abrams clarified that the majority of the discussion is centered around 9.06 "Approval of the Corrective Action Plan and Budget for 2009-10". Ms. Priest and Mrs. Crawley withdrew their motion and second.

Mr. Riall asked Mr. Abrams when will the district be released from the CAP? Mr. Abrams explained he understands at best it will be 2011 and that is dependent upon our compliance with everything they impose upon us. Mr. Riall asked if what Dr. March is doing is helping us comply with everything? Mr. Abrams responded that is his goal and is what he is doing now. He further added that the Interim Contract before the board was to prepare a CAP to improve what we are doing in the upcoming year. He further clarified that the motion being addressed now is for work Dr. March has already done and item 9.06 addresses what he will do in the coming year. Mr. Riall asked if Dr. March has successfully done what we expected him to do? Mr. Abrams explained there was some confusion and issues in the beginning; however, he understands Dr. March is addressing these concerns to the staff's satisfaction.

Mr. Rachal asked if he understands we are paying him to give us a proposal? Mr. Abrams responded no, but we are paying him for developing the plan approved by the State Department as well as the plaintiffs that filed the lawsuit. Mr. Rachal asked if it is not routine that when someone brings a proposal or update, don't they do it and then the board makes a decision as to whether or not we will work with them. Mr. Abrams explained that he met with staff to discuss the issues and to meet with others in order to develop a plan, and to meet with the State Department and the plaintiffs to give them updates, which is what he is supposed to do. He said the board actually paid the same contract in effect last year to write the plan. Mr. Rachal asked if we have a choice as to whether or not we pay him for this plan? Mr. Abrams responded not really, as the plan has been approved by the State Department. Mrs. Crawford said he really works for the State Department and they have approved his plan, but Caddo has to pay for it. Mr. Abrams added that the State Department requires that he make certain we are complying with a CAP and he has to develop what it takes for us to comply with all the areas in which we have problems. Mr. Rachal asked if the board does not approve this item, how will it affect the next item on the agenda? Mr. Abrams said if the board does not approve this item, it still has the same issue. *Ms. Phelps moved, seconded by Ms. Priest, to call for the question to end debate.* Ms. Phelps said the attorney said we had to approve it or we could lose our funding. *Vote on the motion carried with Ms. Bell opposed.*



*Vote on the main motion failed with Board members Riall, Hardy, Burton, Crawford and Armstrong supporting the motion and Board members Crawley, Phelps, Priest, Rachal and Bell opposed.* Ms. Phelps asked for clarification and is it if this motion failed Caddo could lose its funding or is it item 9.06? Mr. Abrams explained it's actually 9.06, but the board must realize that item 9.05 is a man who has done the work and the board has decided it will not pay. Ms. Phelps asked for clarification and when Ms. Priest moved to postpone this item, it did not include a timeframe? Ms. Phelps asked if we had voted on the motion to postpone, is there a timeframe included? Mr. Abrams said it is not, as it is already late because he has already done the work.

#### **APPROVAL OF CAP AND BUDGET FOR 2009-10**

*Ms. Priest moved, seconded by Mrs. Crawley, to postpone Item 9.06 and request that Dr. March make a visual and written presentation to the CPSB outlining the services, i.e. a model time, accessibility, etc.* Ms. Priest stated she believes this is an area we definitely need to become aware of as it relates to the services we are being forced to accept. She added in response to the board's responsibility to the citizens of Caddo Parish, the board must hold Dr. March accountable for the services he is to provide to the district. Mrs. Crawley stated she can speak for a motion passed in March and that was to request that Dr. March come to the board and show how it will conflict with our discipline policy and we didn't get it. Mrs. Crawley stated that she believes when the board passed the motion and giving him this direction, he then became our employee if we are paying him. She said she believes all we are doing now is telling him if he wants his money to come and do what we are asking him to do. Mr. Rachal asked if we will have to pay him \$1,500 an hour to come before the board? Mr. Abrams stated he is not aware what he will request as payment, but following the last work session, Dr. March did ask him if there were any questions and did he need to be at the meeting today. With there not being any questions raised by any board member, he is not present, but he could have been. *Mr. Rachal stated that he would like to amend the motion to say that when he comes to speak to the board that it is on his time and not our clock.* Ms. Priest accepted this as a friendly amendment to her motion. Mr. Abrams asked for clarification that Dr. March has been paid by the state and what he is doing is getting reimbursed his costs and the board is expecting him to fly to Shreveport on his own to make a presentation and provide an update. Mr. Rachal responded that is correct. Mr. Riall asked if the board requisitioned him previously to do this? Mr. Abrams explained that he believes our staff and administration expected during the interim period that Dr. March would be working on the CAP for the upcoming year. Mrs. Bell stated to pay him \$1,250 to come to Shreveport and he adds this to the \$31,000 plus, the board needs to be prepared to pay this amount.

Dr. Dawkins said that he believes the board needs to be clear that it will be Dr. March or someone else because it does not appear the state will be backing away from this most serious issue. He said if there is an issue with Dr. March, we will pay someone else, and we may need to spend some more time with him.

*Vote on the motion to postpone carried with Board members Riall, Armstrong and Bell opposed.*

#### **NEW TIME SCHEDULES FOR AU SCHOOLS**

Ms. Phelps stated that the motion she presented on this item failed; however, the time in place now was never voted on. Ms. Phelps asked if the board does not have to vote on this item? Mrs. Crawford explained the board has voted on this item. Ms. Phelps further stated that the time in place now has not been voted on. Ms. Phelps stated that her point is her motion for a different time failed and the time in place now (8:30-4:30) has not been approved by the board. Mr. Abrams explained that the board passed on the item. Ms. Phelps said that is when she was waiting on them to finish. Mr. Abrams further clarified that the item has already been acted on. Ms. Phelps said she did, but when the board moved on to the next item, she realized that the other item had not been approved. Ms. Phelps said she doesn't know what needs to be done, but she is only making the board aware that the 8:30-4:30 time has not been approved by the board. Mrs. Crawford asked Mr. Abrams if it will take a 2/3 vote if Ms. Phelps wants to add an item to the agenda to address this? Mr. Abrams said no, it would take a unanimous vote. Ms. Phelps again said the 8:30-4:30 time in practice now has not been voted on, and she believes it has to be voted on. She said she is sorry she did not think about this until the next item on the agenda. Mr. Abrams explained there is no agenda item now to address this. Mr. Burton called for a Point of Order and asked if this item could be brought up under unfinished business. Mr. Abrams

explained it is not unfinished business. Mr. Burton stated that even though the agenda item has been acted on by the board, additional pertinent information is now being presented stating that the board has not voted on the 8:30 issue. Mr. Abrams explained that the agenda item was “New Time Schedule for AU Schools” and a motion was made, the motion voted on, and the motion failed and the board has moved on to the next item. Ms. Phelps restated that the practice in place now was never voted on. Mr. Abrams explained that is a different issue, because there are several schools out there that you don’t have times on, the elementary and middle schools times that have not been voted on either, and it all should have been taken up during the original item. Ms. Phelps stated that you catch everything else, but didn’t catch that, and she is not trying to be funny, and she is very serious about this matter. Ms. Phelps said she realized this as the board was talking and she doesn’t believe the practice in place has been approved by the board. Mrs. Crawford stated that she will add this item under unfinished business.

### **6<sup>TH</sup> AND 7<sup>TH</sup> GRADE FESTIVALS AT NEW LINWOOD MIDDLE SCHOOL AND CADDO MIDDLE CAREER AND TECHNOLOGY CENTER**

Ms. Phelps asked that this item be deleted.

### **REGISTRATION FORMS, DUAL ENROLLMENT PAMPHLET AND SCHOOL PAMPHLET**

Ms. Phelps asked that this item be deleted as an item and added under Superintendent’s Report.

### **MOU BETWEEN CPSB AND LOUISIANA TECHNICAL COLLEGE S-B**

*Mrs. Hardy moved, seconded by Mrs. Crawley, to approve the MOU between the Caddo Parish School Board and Louisiana Technical College S-B as presented in the mailout.*

**Recess.** Mrs. Crawford called for a recess at approximately 7:37 p.m. and the board reconvened in open session at approximately 7:45 p.m.

Ms. Priest stated she is in agreement with this request, but asked that staff and administration put into place that we address and have slots for over-age students for this curriculum as well as those students who for some reason have been shut out of and cannot get into the Caddo Career and Technology Center. Dr. Dawkins responded that he is excited about the opportunity to work with the Louisiana Technical College and excited about a partnership unlike what we have had in the past. He said we will be addressing the issue of over-age youngsters and this will allow us to explore options for students. He also reported that in addition to meeting with the LTC and touring their facility, he also met with the new chancellor of Bossier Parish Community College to discuss the new concept “Middle College” where high school classes are located on college campuses. He said his goal is to have children finish high school and get an associate degree on the same day. Mrs. Crawford stated that she has read about programs where students can finish the 12<sup>th</sup> grade and have associate programs and this is desperately needed today.

Ms. Phelps asked for clarification if the responsibility for books will be Caddo Parish or the students and how is this being determined? Dr. Dawkins explained it is the usual course of action and if students are at the career complex or any program Caddo is in partnership with, we purchase the textbooks. Ms. Phelps asked that staff make the correction on page 2 of the financial obligation. Mr. Riall stated his support for Louisiana Technical College and shared the many opportunities offered in the evenings for everyone of all ages. Mrs. Hardy also shared her support for this program to help students succeed.

*Vote on the motion carried unanimously.*

### **SOFTWARE/HARDWARE SUPPORT FOR OVERAGE PROGRAM**

*Mrs. Bell moved, seconded by Mrs. Armstrong, to approve the proposal for additional funding to provide computers, computer software, printers, and instructional aides and materials and supplies for 2009-10 for Caddo’s overage program as submitted in the mailout.* Mrs. Bell stated this has been a long-time coming and she fully supports this item. Dr. Dawkins stated that in looking at the data, staff is finding that we have students who have repeated up to four years and the credit recovery process has been established so students can hopefully catch up. He said the

program also includes opportunities for middle school students who have failed. The superintendent explained the numbers are higher than staff expected and it is very important that we address this population. Ms. Phelps said she supports this program; however, she asked if it is possible to have an amended budget to support this item, because she doesn't mind writing checks to support our students; but it does concern her when we spend this kind of money and we do not know how much money is in the bank and she has not seen how this will affect the budget. Dr. Dawkins explained that some of this will qualify for the stimulus funds and staff is currently awaiting the decision at the State level, and as covered at the board retreat, staff will provide this information to the board. Mrs. Bell shared her excitement over this program. *Vote on the motion carried unanimously.*

## **SUPERINTENDENT'S REPORT**

Dr. Dawkins gave an up-to-date report on the opening of school on Monday and staff will be providing a by school enrollment report to the board.

Superintendent Dawkins announced to the board Mrs. Burnadine Moss Anderson's retirement, and everyone present applauded Mrs. Anderson for her tireless efforts for the district during her tenure in Caddo Parish.

Dr. Dawkins also announced that in addition to the overage program, the students at the elementary level will also be afforded similar opportunities at Alexander and Hosston. He also congratulated Mr. White and Mr. Smith for their efforts over the weekend to get all the schools ready for the first day of school, and reported that staff is continuing to look at the room for the severe and profound students at the new Math/Science Magnet Middle School.

## **UNFINISHED BUSINESS**

*Ms. Phelps moved, seconded by Mr. Burton, to approve the time for AU high schools of 8:30-4:30 p.m.* Mr. Burton asked if the motion could be for all AU schools. Ms. Phelps said no because that is a separate motion and she is going back to the original timeframe. *Vote on the motion carried with Board members Hardy, Phelps and Armstrong opposed and Board members Riall, Burton, Crawley, Priest, Crawford, Rachal and Bell supporting.*

## **ANNOUNCEMENTS AND REQUESTS**

Ms. Priest announced that last week at the Praise Temple Full Gospel Church, the Caddo Parish School System received a "Soaring for Success" plaque at the 8<sup>th</sup> annual back-to-school prayer and backpack give away. She also announced that Praise Temple and Bishop Brandon have donated \$1,000 each to Bethune Middle Academy, Hillsdale and Oak Park.

Ms. Phelps welcomed back staff and students and thanked the parents for taking the time to attend today's meeting. Ms. Phelps also expressed her appreciation to the parents present today to see how important their presence is at these meetings. She encouraged others to also come and share their concerns with the board.

Mrs. Bell asked that staff bring a list of all schools that have autistic classes and if they are all up to par with supplies.

Mrs. Bell also announced that she asked the students present today about their hair and she learned they were in a hair show.

Mrs. Hardy announced that the Theater of Performing Arts put on an outstanding program on July 24<sup>th</sup> and 25<sup>th</sup>. Mrs. Hardy also stated she was upset about the charges this group incurred for using C. E. Byrd High School, because if we are working to create world class schools for world class students, she doesn't believe we are doing a good job to publish this. She noted that the facility had no air conditioning, no water and she was very upset about this, and this to her is racism. She encouraged the staff to provide the type support these students need. Mrs. Hardy also announced that she visited all her schools on the first day of school and noted the following things: (1) large hole at the entrance to Northside, (2) six classrooms without furniture at Pine Grove, (3) wonderful program at Newton Smith.

Ms. Priest reminded board members that she placed at their stations a copy of a report on the 25 top occupations, and asked that staff incorporate this information in any programs with overage students.

Mrs. Crawley noted the many questions she is receiving regarding the number of employees at the Charter schools and they desire to know who is their supervisor, and if they work under CPSB policies and benefits or under the charter. She also requested that the Discipline Committee meet and that the school site policies, rules, schoolwide policy behavior go through the Discipline Committee to make certain they comply with the district's rules and that they are consistent with the State Laws. Mrs. Crawley also stated that in two years she would like to begin discussions for year-round schools for all Caddo school in 2011.

Mr. Rachal asked for an update on the Energy Conservation RFP.

Steve Riall expressed appreciation to Mr. Jones and his staff for their efforts to assist with the transportation issues and questions.

Ms. Phelps stated that understanding the concerns, she assumed the invoice for Yazzy would be credited to reflect the time they were without water and air conditioning.

**Adjournment.** *Mrs. Hardy moved, seconded by Mr. Burton, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 8:13 p.m.*

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita Carwford, President

**September 1, 2009**

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, September 1, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Eursla Hardy, Willie Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Barry Rachal (arrived at approximately 4:42 p.m.), Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Dr. Gerald Dawkins, secretary, and Reginald Abrams, legal counsel. Mrs. Bell led the prayer and Pledge of Allegiance.

### **RECOGNITION OF NEWLY APPOINTED ADMINISTRATORS**

Superintendent Dawkins introduced the following newly appointed administrators: Sharon Golett, director, Information Technology; Rosemary Woodard, director, Assessment and School Support; Susan Rogers, supervisor, High School Science; Kamithia Penton, assistant principal, Summer Grove; David Elledge, assistant principal, Southwood; Belinda Steward, assistant principal; Caddo Heights; Kim Pendleton, assistant principal, Huntington; Nancy Turman, assistant principal, Lakeshore; and Laureen Stephens, supervisor, Elementary Mathematics. Family members, friends, and school officials present were also recognized.

### **SPECIAL CALLED MEETING FOR SEPTEMBER 8, 2008**

*Mrs. Crawley moved, seconded by Ms. Priest, to call a special meeting for September 8<sup>th</sup> at 5:00 p.m. for the purpose of hearing an update from Dr. March and taking action on the 2009-10 Corrective Action Plan and Budget and Interim Contract for Dr. March. Vote on the motion carried unanimously.*

### **SCHOOL START/END TIMES**

*Mrs. May moved, seconded by Ms. Phelps, that we begin and end the school day at 8:00 a.m. and end at 4:00 p.m.* Mrs. May apologized for missing the last meeting and as a result of the numerous phone calls received from students, parents and the community about the start and end time for schools, she is asking the board to consider changing the time to 8 and 4. She said she is concerned about whether or not the students are really learning by staying an additional hour at the end of the day. Mrs. May noted several concerns from the community, as well as the fact that Central Office closes at 4:30 and will be closed when the employees at the schools are getting off which makes it impossible to take care of any school board business after school. She also referenced students getting home so late after extra curricular school activities. Mrs. May stated if teachers have to stay until 4:30, she would recommend that Central Office remain open until 5:30. She asked the board to look at the whole picture of the students and the employees, and stated her disappointment that the district didn't go 4 x 4 which she believes would have eliminated much of this. She encouraged the board to support this motion. Ms. Phelps stated her appreciation to Mrs. May for bringing this item back and reminded the board how much this issue has greatly affected the community. She asked that the board begin to listen to those who had the confidence to put them in their elected position, because she believes the motion passed at the last meeting has not been very pleasing to a lot of parents, students and community as they stated to the board at the last meeting.

Mr. Ramsey asked for clarification of the motion and that school will be from 8:00 to 4:00 and if these are the AU high schools? The maker of the motion clarified that was correct. Mr. Ramsey asked the superintendent if the employees at any of these schools require services from Central Office, will staff be sent to the school site to make sure they receive them. Dr. Dawkins assured Mr. Ramsey that staff would make certain that needed services would be provided to the employees. Mr. Ramsey stated he would favor this action rather than Central Office employees staying until 5:30, and noted the discussion on this item in the minutes of the last meeting, and asked the superintendent to share his comments on where we are and what a change in the start and end times at this point would mean. The superintendent stated that the extended day/hour is a part of the MOU and is part of what the state required. He said making this move will certainly affect some of the elementary and middle schools. Dr. Dawkins also stated that he, too, wishes we had 4 x 4 and this will be in place for all high schools for next year; however, if there is a change at this time, there will be a domino effect.

Mrs. Crawley noted the point made by Mrs. May and the staff and asked if we could at least stagger staff, because she doesn't believe everything can be taken care of by Central Office staff going to the employee as sometimes she believes employees really do need to come to Central Office to take care of certain things. Dr. Dawkins said he doesn't believe that to be a problem because some staggering was done over the summer. Mr. Rachal asked the superintendent to explain the kind of notice being given and the time it will take to make these changes, because it appears there is a lot more to it than just changing the time to 8 to 4. Dr. Dawkins said it is not something that could be accomplished this week, but staff could take a look at it and determine what it would take. Mr. Rachal stated he believes there are a number of parents who have already made adjustments to the current time change and now we are going to be asking them to readjust. Mr. Rachal asked the superintendent if he needs time for the staff to determine if this is feasible and what kind of costs might be associated with this change? Dr. Dawkins responded that if it is the board's pleasure, staff will pursue to make it happen. Mr. Rachal asked the maker of the motion if the intent is to change the time immediately? Mrs. May responded it is not, because she knows we need to give staff ample time to look at it. Mrs. Crawford explained that the motion is to approve a change of time to 8 to 4 at the AU high schools. Mr. Rachal stated that he doesn't feel comfortable directing the superintendent to do this when we do not know the feasibility or cost for this.

Mrs. Armstrong asked the superintendent if any accommodations have been made for students going the extra hour? Dr. Dawkins responded that after the last meeting and considering the concerns and comments expressed, a meeting was held at 8:00 a.m. the following day to address these concerns with the four high school principals. He further stated that an extra activity bus has been added to address the concern of those students having to walk home late; and to date, he has not heard from anyone that this was still a problem. Secondly, he stated that principals were asked to meet with those students who work after school and reschedule them, some of which had already taken place, for DECA at the end of the hour so they can receive COOP credit and get an early release from school. Thirdly, Dr. Dawkins explained that to address the concern of older siblings picking up younger siblings after school, principals have agreed to handle these situations individually with the counselors and if needed, schedules will be changed to make this happen. Mrs. Armstrong asked if there has been any negative feedback? The superintendent said he has not had any feedback.

Mrs. Bell stated she doesn't believe the public was aware of what staff had done and she is glad to hear this report. She also noted that Daylight Savings Time has been moved to November which will help with students getting home late. Mrs. Bell also shared positive feedback from parents since the additional activities bus has been added.

Mr. Burton stated that Mrs. May's motion is to implement this now and if there are any problems with it, the superintendent will bring this back to the board. Mr. Riall asked the superintendent about his meeting with the four high school AU principals, and the superintendent responded that is correct and some of the principals had already worked out some of the specific issues.

Mrs. May asked Dr. Dawkins about the teachers in the schools who may need to see a doctor? Dr. Dawkins said he has not had this question, but usually building principals work with staff to make sure this happens and flexibility for making this happen should be occurring, and he believes it is happening in the schools. Mrs. May responded that some principals do work with the employees, but there are some principals who do not want to let their employees go; and this is something if we are going to keep this time, she would ask the superintendent to make sure that the principals do allow them to make needed doctor appointments. The superintendent assured the board that staff would work with employees to make sure there is some flexibility in working with the employees.

Ms. Phelps referenced the information shared by Dr. Dawkins and she is pretty certain that every student working does not have the hours to participate in DECA. She said the whole point is the students are not being addressed and cannot participate and get out of school early because they need the hours. She again stated that she believes if this conversation had been held earlier we would not be having it today.

Mr. Rachal stated that he had the opportunity to visit with one of Caddo's high school principals and was informed that as a result of changing the high school time to 8:30-3:30, he understands

the tardiness dropped by about 80%; and he is concerned how this may change if the start and end times are changed again to an earlier time.

Dr. Dawkins stated that the board's pleasure on this issue is what staff will follow, but reminded the board that the Federal Government is focusing on the high schools and the graduations and everything coming out of Washington and Baton Rouge looks at extended day and extended year. He explained that at some point the school year will be lengthened, specifically high schools, and they are looking at more takeover of schools, in particular the lowest 5% of performance in the school districts. He said the lowest 5% in every state across the nation will receive extreme focus up to and including dismantling of schools. Dr. Dawkins also explained that the graduation rates are what will define the school systems for the next 25-30 years, and the cohort graduation rate is the graduation rate of those students who start the 9<sup>th</sup> grade and finish the 12<sup>th</sup> grade in four years, and shared with the board the numbers of Caddo's high school graduation rates for last school year. He said the State of Louisiana is 49<sup>th</sup> in the nation in graduation rates, and we can change times or anything else we choose to; but at some point there will be a longer day and a longer year, as well as a dismantling of those schools that do not work anymore. The superintendent explained that the Federal government is 100% focused on doing this and noted the upcoming "Race to the Top" plan. He also advised the board that the state will be going for an 80% core graduation rate by 2014, and this is the work that lies in front of the district.

Ms. Phelps asked what if there is not a substantial increase as a result of the extended day? Dr. Dawkins explained that all the high schools will go to block next year which will allow for extended learning opportunities, but if there is no progress, changes will be made, with the Federal Government driving this, because we will either show improvement or we will not be allowed to continue to exist as we have in the past, and added it is a very real possibility the school will be dismantled and replaced by something else. Ms. Phelps stated she believes the focus should always be on the quality of the learning and not the time. She also asked what will the schools be doing in the extended hour? Dr. Dawkins stated that actually it is quality and time and noted some of the lowest reading scores being in Louisiana and we will be giving students more instruction in reading and in math. He said he agrees it is the quality of the instruction and we are making certain that our teachers are trained to deliver instruction in different ways and that they are concentrating on giving the students what they need under the RTI model. Ms. Phelps asked if every school building is determining how they will use the additional hour or will everyone be doing the same thing? Dr. Dawkins said we follow the state curriculum and the GLE is the same for everyone and is our focus and we will teach it at every school, but will teach more of it at the AU schools. Ms. Phelps rephrased her question and asked if every school is given extended time in the area of math or reading or is it set up per school? Dr. Dawkins explained that every school will be extending their time in the areas where the students are weak, whether it is ELA, Mathematics, etc. Ms. Phelps asked how will parents' questions be answered relative to what activities the students will do in the extended time, because the students have 7 school hours and an 8<sup>th</sup> hour is being added. The superintendent explained that the last hour is not play time or study hall. Ms. Phelps stated that is why she is asking the question, because they are saying it is a study hall or homework hour. Dr. Dawkins responded that he believes this information was given to parents in orientation and is something that staff can provide.

Mrs. Turner reported that staff is currently working and training with building staffs as well as principals as it relates to response to intervention and it is the goal during the extended time that students will not only have an opportunity to get additional instruction, which may be in the form of a class or as an additional intervention, but the response to intervention to where teachers are able to work differently with students who are struggling in a specific GLE. Ms. Phelps asked for clarification and if staff is still working out the last hour. Mrs. Turner said it may not be just the last hour, but will depend on the school's schedule and how this will be integrated into the school day and it may look different at the elementary level than it does at the middle and high school levels, depending on the resources and the timeframe that we have to accommodate. Mrs. Turner further explained that the building staffs have worked on the schedules they want and as they go through the process of identifying students during the first few weeks of school, they will expand on the options available for students for the response to intervention. Dr. Dawkins stated that with every child having a different need, and every day at the 7<sup>th</sup> or 8<sup>th</sup> hour they may not be doing the same thing at every school, but staff will address the individual needs of the students.

Ms. Priest stated that when we began the process of The Caddo Plan and the targeted schools there were a number of meetings throughout the district in the schools and she had the opportunity to attend three of those meetings in the high schools for the parents and the communities. She noted that the presentation specifically stated the school day would be extended by 60 minutes. Ms. Priest also noted information from the National School Boards Association and the reference to extended day or after-school programs and the fact that these are significant opportunities to improve learning for students. She also stated that this time must be used to do more than just help students complete worksheets, but they must engage students in comprehensive learning. Ms. Priest also noted the information talked about things that Dr. Dawkins has spoke to the board about.

Dr. Dawkins added he will be happy to get board members additional information on extended day and its benefits, because all research out of Washington says it doesn't matter how you configure it, but there is no doubt that the lowest achieving students need more time.

*Mr. Burton moved, seconded by Mrs. Hardy, to call for the question. Vote on the motion carried with Board members Riall, Hardy, Burton, Crawley, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion and Board members May and Phelps opposed.*

*Mrs. May restated her motion, seconded by Ms. Phelps, that we change the school time in the AU high schools from 8 a.m. to 4 p.m. Vote on the motion failed with Board members Hardy, Burton, May and Phelps supporting the motion and Board members Riall, Crawley, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell opposed.*

#### **EXTENDED DAY FOR TARGETED SCHOOLS EXTEND TO CHOICE STUDENTS**

*Mrs. Crawley moved, seconded by Mrs. Armstrong that students enrolled in one of the AU schools (Superintendent's Target Schools) during the 08-09 school year must be given the same educational benefits expressed in the MOU regardless of what school in Caddo Parish they attend during the 2009-10 school year; this includes extended day. Mrs. Crawley stated that research does show that low-achieving students improve by more quality school instructional time and this is for the students and not certain buildings. She said when the Caddo Parish School Board agreed to add the additional instruction, it was for those students because they are the ones we want to help improve. Mrs. Crawley added that if a student goes to another school, we must give them the additional school time in an effort to help them achieve academic success. She said she would have loved to say that any student that did not score Mastery on the test would get the additional hour no matter what school they attend, AU or not, but the funds were not set aside for those students; however, in the MOU, the board did say we would pay the teachers to teach an additional hour and now with the students moving, some of the teachers who thought they would get the bonus pay for teaching an additional hour will be moved; and if they are moved to a school that doesn't have the extended day, this will affect their pay. She said if we are trying to do this for the students and not the school building, then when the students move, teachers will have to move also and will continue to receive the extended pay.*

Mrs. Armstrong stated her approval that this is brought forth because we are supposed to be addressing academics. She shared her disappointment that we could not extend it to all levels if we have students that are performing below grade level and she hopes we can at some point in time. Mrs. Armstrong said that reality is high schools need to be our focus and referenced Dr. Dawkins' comments regarding what we are facing in terms of high school graduations. She said this reality is one that will affect everyone and encouraged the board to support this opportunity to expand the services to all students who have opted through Choice to attend other schools.

Mrs. Bell stated her dislike of the word Choice over the past couple of years, because those students in Choice are "labeled" at the schools they have chosen to attend, as well as when a school's scores are down those who say it's because of the Choice students. She said there are failing students at all schools, and she believes this has been taken out of context, because all Choice students are not low-achieving students. Mrs. Bell said she hates that parents are choosing to move their children to other schools when the board added new programs in these schools. Because of this, Mrs. Bell stated she cannot support the motion.

Ms. Phelps asked the maker of the motion if there is a cost tied to the motion on the floor? Mrs. Crawley stated that she is not the school's administrator, but it is policy and she talked with the



principals who told her the issue was transportation. Mrs. Crawley said her issue is what is the cost for a child who fails? Ms. Phelps stated that as a parent, and she has heard the board members' comments, she wants to make it clear as she doesn't want her intelligence insulted about what is really going on. She said the question is not that we did not vote in support of the extended time, because the board did; however, nothing was ever said about what the extended time would be. She said extended time can be on a Saturday or after school, but she wants to be clear about what we are talking about and what is being said to the public. Ms. Phelps said the students have a right to move and she doesn't know how much discrimination is going to be done, but she hopes it stops from this board because it is basically discrimination to say that just because a student has moved from Choice you are getting extended time and she believes this is wrong, and if we didn't do extended time, we wouldn't be putting it on them then. She also referenced another earlier motion relative to M to M transfers and we can act like we don't know what's going on, but it is very clear what's going on. Ms. Phelps asked the board to not discriminate against a student because they have chosen to leave an AU school and tell them they thought they got away, but we are going to give them extended time. She said she believes it sends a negative message and that's what happened last week and we don't need to do this again. Ms. Phelps said speaking as a parent, what is being done is wrong. She said the same parents that we are discriminating against and did not listen to last week are the same people that we are asking to vote us in the board spots. She said what the board did last week hurt her heart to go through it and now we are doing it again.

Mr. Riall stated that, based on concerns expressed at the last meeting about students working after school, after-school athletics, activities, etc., he believes we are moving off the main path. He said the whole idea is to educate our children and address those students who are having difficulty. Mr. Riall said that based on his experience, generally students do not know what is best for them and referenced when he was young, but it is the board's goal to provide the best education possible; and if students are having difficulty in school, it may mean working harder, staying in school a little longer, and teachers doing more to ensure that every child gets the best education possible and is able to get out of school, function, make a living and be successful. He shared with everyone that he understands until all the high schools get on block time, it may be a little inconvenient for everyone; however, if it accomplishes the purpose of bringing all students up to speed to where they need to be, he believes it is worth it.

Mrs. Armstrong asked the superintendent if since there are some board members who are offended by extending this to Choice students, is there an opportunity to expand this option to other students within that school to have extended time and help with their needs? Dr. Dawkins explained that staff is in the process of sorting out where we are over and under in terms of student enrollment, and in response to the comment that we are moving teachers, this is something staff will have to do and is something that happens every year. In terms of how this will look, he also is attempting to sort this out. He said he believes there are those students we can't deny need the extra help; however, it will take some additional time, from an operational standpoint, to work out all the logistics. *Mrs. Armstrong moved, seconded by Mr. Ramsey, to postpone this item until Dr. Dawkins has an opportunity to look at this proposed extension of services this week; and further, that in looking at this, if the extended services are to be offered at other high schools, that those students who are already home-based at those type high schools be offered the opportunity to be in the extended time for those services also.* Mrs. Armstrong stated that she feels like if we are going to offer these services at any school, they should be open and available to all our students, and she referenced students at Southwood who have difficulty and if we are offering additional services to new students at Southwood, why can't we include those already attending Southwood the same opportunity since educating students is what we are about. Mrs. Armstrong stated there is not any rationale that she can think of for not giving our boys and girls every opportunity to succeed. She further stated this is why she would like for this item to be postponed to allow Dr. Dawkins the opportunity to work out the logistics and give the board a fair assessment of how it can be worked out for the best of all students.

Mr. Ramsey reiterated what he has said every year he has served on the board and that is that resources should follow the students and this has not always happened. He added that all our students and parents are creative and once they decide to leave a school for whatever reason, he believes it is still incumbent upon us to provide the resources. Mr. Ramsey also recalled after-school academies and Saturday extended time and he believes this is an area that we must come together in order to accomplish what we need to accomplish. He said he supports the

superintendent and staff taking a closer look, as well as the cost, to offer these extended services and also that we are consistent in addressing the needs.

Mr. Burton stated his agreement with Mrs. Bell and Ms. Phelps in the use of terms such as Choice, AU, etc. because of the message it sends that kids are different. He said all students need to be taught the same and he can't think that our staff is not trying to better all students and he doesn't understand why this motion even needs to be brought. Mr. Burton stated he believes this is something the superintendent and staff are already doing and noted some students who have left Booker T. Washington because they could not get the Honors Program they needed. He said Choice does not mean a student is a failing student and he believes the board should allow the superintendent to work this out without a motion.

Mr. Rachal asked the superintendent how many students have changed at this time? Dr. Dawkins responded around 400 plus students. Mr. Rachal asked the superintendent how many students have left the AU high schools since school began because of AU status, time changes, etc.? The superintendent shared information on Choice beginning in 2003. *Mr. Burton called for a point of order and that the discussion is not relative to the motion on the floor.* Mrs. Crawford stated that she allowed Mr. Burton to speak, and she will allow the speaker to continue. Mr. Rachal stated that he needs this information in order to determine whether or not he desires to postpone it. Mr. Rachal said he is only asking for one number. Mrs. Crawford explained this number is still being calculated. Mr. Rachal added that the students that are changing are not necessarily those students who are failing, and that he is also concerned about the budget, and asked are the funds following these students who transfer? Dr. Dawkins responded that staff is determining this information. Mr. Rachal asked if there is anything that can be put into place whereby if a student moves to another school and they begin to fail? Mrs. Crawford responded that this is not the motion and shared with Mr. Rachal and the board that 365 students have received Choice. Mr. Rachal asked the superintendent about the motion to postpone and if he feels more comfortable having the additional time to look at the issues discussed? Dr. Dawkins responded that in order to give the board an accurate picture of this from an operational standpoint, he believes staff needs to look at this further.

Mr. Ramsey stated that he believes the graduation rate at the high schools indicates there are problems at all the schools and we need to put the resources with the students.

Ms. Phelps noted that this substitute motion allows giving the superintendent more time; however the discussion on the previous motion was there was not enough time since school has already going on and she encouraged the board to be consistent about what is done for one group is done for the next group. She said it was stated it would cause an uproar and reference was made that parents already have a fixed schedule, so this is no different than the motion just discussed. Ms. Phelps referenced discussion on the schools and the students who need the extra help, and it is fine, but asked Mrs. Armstrong if she understands that students who need the help it will be mandatory vs. the use of the word "offered", and asked shouldn't it be mandatory for both groups? Mrs. Armstrong said it doesn't matter the terminology, but she feels that it should be offered to all our students; and if they have moved to any high school, they should have the extra help, extended time, as the students housed at their home-base school. Ms. Phelps stated that maybe the motion could say the students already housed at the other three or four schools they have transferred to will automatically be included in this number of extended help. Mrs. Armstrong stated that she believes they need to be. Ms. Phelps reminded the board of the importance to be consistent and fair and the time chosen to do the study for this item was not good enough to find the time and extend for the other schools so we don't need to wait and see how this study will be. If so, we should do all of them, including the time, next year.

Mrs. Crawley asked about the option, because the students at the schools with an MOU did not have an option, but were told they would be attending school another hour. She indicated that she wanted to include in her motion that we would exclude students that scored Mastery on their tests, because this is for students who did not pass the test and do not promote. She said it is o.k. to postpone it; but if we can't afford to extend it to the other students, she doesn't want it dropped as we have approved the money for the MOUs.

*Ms. Priest moved, seconded by Mrs. Hardy, to call for the question on both motions. Vote on the motion carried with Board members Crawley and May opposed and Board members Riall,*

*Hardy, Burton, Phelps, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.*

*Vote on the substitute motion to postpone carried with Board members Burton, Crawley and Phelps opposed and Board members Riall, Hardy, May, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.*

### **REQUEST FOR HEARING UNDER POLICY GBCB-R**

Mr. Abrams explained that the board can address this item in open session as the motion is for the board to decide whether or not it will hear this item. He explained that the request was untimely according to policy as a response was made on May 14, 2009 with a 10-day appeal process, with a deadline of June 4, 2009 and the appeal request was received on June 24, 2009. He explained that the board can decide to hear it or not and if so, it will come back at a later date.

*Mrs. Crawley moved, seconded by Mr. Rachal, that the CPSB hear this request for hearing under Policy GBCB-R as soon as the parties can determine a date. Mrs. Crawley said she remembers getting the reason why it was late and it sounded like some of it had to do with staff and not all the employee, and this is a vote to hear our employees. Mr. Rachal agreed with offering the opportunity to hear this employee. Vote on the motion carried with Board members Hardy, Priest and Ramsey opposed and Board members Riall, Burton, Crawley, May, Phelps, Crawford, Rachal, Armstrong and Bell supporting the motion.*

### **EXECUTIVE SESSION**

*Ms. Priest moved, seconded by Mrs. Crawley, to go into executive session for 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 5:55 p.m. Ms. Priest left the meeting at approximately 6:20 p.m. The board reconvened in open session at approximately 7:15 p.m.*

*Ms. Phelps moved, seconded by Mrs. Crawley, that the CPSB approve compensation for the total of the summer pay for staff inconsistencies. Vote on the motion carried with Board members Crawford, Rachal and Ramsey opposed and Board members Riall, Hardy, Burton, Crawley, May, Phelps, Armstrong and Bell supporting the motion.*

**Adjournment.** *Mrs. Crawley moved, seconded by Mr. Burton, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:20 p.m.*

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita C. Crawford, President

**September 1, 2009**

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 7:21 p.m. (immediately following the CPSB Special Session), on Tuesday, September 1, 2009 with President Bonita Crawford presiding and Charlotte Crawley present being a quorum. Other school board members present were Steve Riall, Eursla D. Hardy, Willie Burton, Lola B. May, Tammy Phelps, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Dr. Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. The prayer and Pledge of Allegiance were omitted.

## **PRESENTATION**

Mrs. Turner shared with the board historical School Choice data for middle and high schools to include the sending schools, receiving schools, and the numbers for each year since 2003. She also noted the number of students who elected to stay at the school and not take the Choice option. Mrs. Turner explained that there is still some movement of students taking place and staff will make the final figures available to the board when they are known. Dr. Dawkins explained that the historical data is shared with the board because he believes it is very important for the board to have the history and not just the current numbers.

Mrs. Bell stated her appreciation of the information presented and after seeing this, she doesn't believe there is anything to be argued.

## **ESTABLISH THE AGENDA AND CONSENT AGENDA FOR SEPTEMBER 15, 2009**

Superintendent Dawkins highlighted items for the board's consideration on September 15, 2009 and the following discussion ensued.

**Update on Superintendent's Target Schools.** Ms. Phelps asked the superintendent if it is a school-based decision if an alternative school does not want a GED program? The superintendent responded that with the Credit Recovery Program, a commitment was made to high school completion and we still have GED and he is not familiar with the issue being brought forth. Ms. Phelps asked if Hamilton Terrace has removed its GED Program? Dr. Dawkins responded that if they removed it, it possibly went somewhere else, because some programs have been moved around. Ms. Phelps asked if that is a school-based decision? Dr. Dawkins stated that he may have made that decision if it has been moved. Ms. Phelps asked where is it because you would think that an alternative school would have a GED program. Dr. Dawkins stated that he will also bring the board the dismal results of the GED. Ms. Phelps asked if Hamilton Terrace has the high school credit recovery program and the GED program went to another site? Dr. Dawkins stated that he will provide this information.

**Impact of Increased Minimum Wages to Caddo Employees.** Dr. Mary Nash-Robinson, assistant superintendent for human resources, explained to the board that in July of this year the Department of Labor increased minimum wages from \$6.55 an hour to \$7.25 an hour. She explained to the board that a non-degree substitute teacher receives \$55 a day which translates to \$7.33 an hour which meets the minimum standard. However, if an hour is added and divided by 8.5, it does not. Dr. Robinson added that staff is proposing to pay those who must work an additional hour at the hourly rate. Dr. Dawkins asked for Dr. Robinson to confirm that this proposal is in compliance with Federal Wage and Hour Laws and Dr. Robinson said it is. Mrs. Crawford asked that staff provide the board with information on how this will affect the budget.

**Request for Type II Charter School.** Dr. Dawkins announced that the information on this request for a Type II Charter School was provided online and hard copies of the proposal are available for anyone who wants it. He explained that it is a local proposal; and per the guidelines, Caddo has a team meeting to review the proposal and will present a recommendation to the board. Mrs. Bell asked for clarification on a Type II charter school. Mr. Abrams explained that a Type II charter school is the conversion of a pre-existing school or a new school that has applied to the SDE. He said if it is a pre-existing school, a vote of the faculty, staff and parents of the students at the school must take place. Mr. Abrams explained that the statute says they are allowed to service children from the State, which means they do not have the jurisdiction lines applicable to a Type V Charter nor Caddo Parish, and anyone across the state

could be a part of it. He said the information for this Type II Charter application was presented to Superintendent Dawkins and the staff will review the application based on the statute to determine if it complies with the requirements for a charter, and based on that review, make a recommendation to the board for their consideration. He added that once the application is submitted, the district must respond within 30 days or they move on to BESE. Mrs. Bell asked board members to be very careful in consideration of this request, because to her it sounds like another way of taking over. She asked the superintendent and board attorney to please read this application so we clearly understand what is being asked. Mrs. Bell said she did read some of the application and asked if the board turns the request down, what happens? Mr. Abrams responded that they can take it to BESE. Dr. Dawkins added that either way it goes to BESE. Ms. Phelps stated she did not see where it would be located and this is something she would like to know. Ms. Phelps also echoed Mrs. Bell's comments and that she has told the public we are not against charter schools, but the main concern is the taking over of our school buildings.

Mr. Riall asked Mr. Abrams if Charter schools are eligible for MFP funding? Mr. Abrams responded absolutely and that's what they are going for. Mr. Riall asked if the main difference between the Type II charter and private schools is they get the money? Mr. Abrams responded that is correct. Mrs. Crawley asked if we will have to provide services such as maintenance and transportation? Mr. Abrams responded this is not under Type V because it's not a school takeover, and their proposal is a stand on its own. Mr. Rachal stated that he contacted them to determine their location, and he can understand the confidentiality if they are negotiating a lease, but he would like to know where it is generally located. Mr. Abrams reminded the board that their jurisdiction is statewide, which means they can attract students from anywhere in the state. Mrs. Armstrong stated that a number of Type II charter applications have been submitted to the board over the years and the Caddo Parish School Board has never approved of a charter. Dr. Dawkins reminded the board that the staff is reviewing this application to determine if it meets the criteria.

**Superintendent's Goals for 2009-10.** Dr. Dawkins shared the proposed goals for 2009-10 and announced he will bring specific measurable objectives and timelines to implement the goals.

**Rename Math/Science Magnet Middle School to the M. J. Moore Math/Science Magnet Middle School.** Dr. Dawkins announced that the public hearing has been held and this item is being brought to the board for action to rename the school. Mrs. Armstrong asked for clarification on the fact that Oak Terrace was initially named in honor of a former educator in Caddo Parish – Mr. J. B. Harville, and in renaming a building, is it a legal option to name a building after someone in more recent history as opposed to a former educator for whom the building has already been named? Mr. Abrams explained that it is in the discretion of the board, because it is in policy that the board has authority over the buildings and by policy it says "rename" and if appropriate public notice has been given, then the board has the authority to rename a building. Mrs. Armstrong stated she only wished that this be addressed publicly. Dr. Dawkins asked for clarification and if it is the intent to use the initials or the name in full? Ms. Phelps responded that it should be the initials and also asked about the fact that the name includes "magnet". After discussion, a decision was made that the word "magnet" should be left out. Ms. Phelps asked about when the name was changed and a magnet component was added at Youree Drive, what is the current name? Mrs. Crawford said officially it has never been changed.

**Approval of Contracts with Charter Schools.** Mr. Abrams shared with the board the proposed contracts between the Caddo Parish School Board and the charter schools. He explained that the State Department worked with Mr. Lee and administration and the two agreements are the same with the exception of the dollar amounts, and he highlighted the specific services and aspects of each proposed contract. Mr. Abrams said that the costs listed could actually be more or less dependent upon who provides the services at the site, and explained how staff arrived at a cost for each area in which they are receiving services from the Caddo Parish School Board. Mr. Abrams also explained that a 2% service fee will be added to every service provided. Once the CPSB enters into the contract with the charter schools, it is proposed that a committee of two representatives from the charter school and two representatives from the school board will assist in the execution of the agreement, which will hopefully provide a mechanism for working out any problems they may have. The board attorney also highlighted invoicing for services provided, timeframe for payment and interest that will be charged on unpaid balances. He also explained the indemnification clause in the agreement and that they will hold the CPSB harmless

for any actions that take place at the schools, and that the charters will maintain insurance with the CPSB listed as an additional insured on their policy, a copy of which they will provide to the CPSB. Ms. Phelps asked for clarification and if Caddo will be reimbursed for every service. Mr. Abrams confirmed that we will be reimbursed for every service we provide. Mr. Rachal asked about the food service, costs and the additional costs for mailouts, processing of additional paperwork, etc. Mr. Abrams explained that is the cost associated with that and it includes food service plus the amount that is included for providing those services. Mr. Rachal asked about the \$3500 amount for lawn care? Mr. Abrams stated that Mr. Lee worked on this and he believes the lawn care is not the normal grass mowing, but the mowing in the big areas with larger equipment during the summer months. Mr. Rachal asked about the telephone services charges? Mrs. Crawford stated that she thought this was taken out and Mr. Abrams stated that he will double check this. Regarding Mr. Rachal's question relative to insurance, Mr. Abrams responded he believes Mr. Lee worked with risk management on this figure, and he reminded the board that their carrier will be primary and will name us as an additional insured. Mr. Rachal asked about our inventory of everything in the school and is there anything in the agreement that says we will get reimbursed if anything is damaged? Mr. Abrams clarified that this is a services agreement only and we turned the school over to the RSD and not the charter. Mrs. Crawley asked about the skilled maintenance and where can one get an electrician for \$23 an hour? Mr. Abrams explained that is based on the rate that we pay our employee who does electrical work. Mrs. Crawley asked about benefits? Mr. Abrams further explained that it does not include materials and noted the footnote that this is average since one with inexperience may be called to a job one day and one with years of experience another day. Mrs. Bell asked about the services provided for things such as speech therapy and if we added more employees so that our areas do not suffer. Mr. Abrams stated that the ones listed are the ones we are mandated to provide. Mrs. Bell asked who do they answer to? Mr. Abrams explained that those employed by Caddo answer to us. Mrs. Bell said she only wants to ensure that we are not lacking in what we need in order to provide them with what they need. The superintendent stated we will not put anyone in front of our children when providing needed services. Mrs. Bell said it bothers her when they say Caddo is not good enough, yet they want to contract with us in order to use some of our employees.

## **SUPERINTENDENT'S REPORT**

**Progress for an Energy Conservation RFP.** Dr. Dawkins explained that the proposals for the Facilities Study will be reviewed on Wednesday and in looking at the entire school system, the area of energy conservation will also be included.

**Registration Forms, Dual Enrollment Pamphlet and School Pamphlet.** Ms. Phelps stated that she is still waiting to get this information.

**Report on Transfers.** Mrs. Bell stated that she wishes this information in October, following the October 1 count.

**Detailed Communication/PR Plan for the 2009-10 School Year and for Each year After.** Dr. Dawkins reported that he met with Mr. Ramsey about this item and this is in line with one of the goals for 2009-10 to market our schools and share information in a way we have not before.

**Miscellaneous Items.** The superintendent reported on the news conference held by BioTech and the recent state superintendents' retreat with State Superintendent Pastorek. Dr. Dawkins explained that the focus of the retreat was to talk about "Race to the Top", the \$4.2 billion that the new U. S. Secretary of Education will have at his disposal. He said this money will be distributed to those states and school districts that are showing innovation toward turning around and reforming schools. He said they are looking at the 5% lowest achieving schools in the nation and want to find out who has taken the charge to help these schools. Dr. Dawkins added that according to what he has been told, some of the things in The Caddo Plan are exactly what they are looking for and State Superintendent Pastorek and Superintendent Paul Vallas (RSD) stated at least five times that we would possibly be in the running for some of this money. He indicated it could mean a lot of money available to help not only the Superintendent's Target Schools, but the next level of schools also. He said he understands they are looking at approximately \$200 million for the State of Louisiana and this could be leveraged because the Wallace Foundation and others could also contribute that amount as well. Dr. Dawkins explained that the rules will be made clear in October and the process will begin in the spring.

Ms. Phelps asked if the “Race to the Top” application is not based on charters? Dr. Dawkins said the application for the money is based on three difference areas: (1) charter schools, (2) restructured schools such as Caddo has done, and (3) data driven systems. He said the message is very clear in that if districts don’t improve their schools, they will look at charters. As a point of personal privilege, Ms. Phelps reminded the board that the Louisiana School Boards Association will hold its quarterly board meeting in Caddo on Friday at 9:30 a.m. She also announced that a community forum will be held at 6:00 p.m. on Thursday at Woodlawn Leadership Academy, and at the meeting on Friday morning, representatives from Superintendent Pastorek’s office will be in attendance to explain the “Race to the Top” program.

Mrs. Crawley asked that Dr. Dawkins clarify that he does not believe the focus is raising minimum scores? Dr. Dawkins stated that the question was raised about raising SP scores and Superintendent Pastorek responded that this is a later discussion. Mrs. Crawley also asked the superintendent to clarify that he does not believe this money is targeted only for charters. Dr. Dawkins said it is not as some will be for charters, but there will be some for restructured schools, such as has been done in Caddo. The superintendent added that he doesn’t believe it is a secret that the U. S. Department of Education is an agency that has used charters to achieve some of their goals. Mrs. Crawley reminded the board that the Governor did not want to take stimulus money because of all the Federal strings, but are we going to compete for this money no matter what the strings? Dr. Dawkins responded that he did not hear any restrictions about not taking this money, and he understands the strings will be whether or not we restructure schools, train our staffs, etc. Dr. Dawkins reminded the board that regardless of whether or not we get any of the money, we still have many challenges ahead.

**NSBA Conference.** Dr. Dawkins announced that information is placed at board members’ stations on the 2010 NSBA Conference and asked board members interested in attending to contact Ms. Lohnes in his office.

## **POLL AUDIENCE**

Latrayvious Sharbano, student, shared with the board his thoughts about The Caddo Plan and adding the extra hour to schools. He said the comments were that this extra hour is to provide a better education, and the discussion today has been on how the hour will be implemented. He shared that today in class they were given homework to write essays on three different people, but they got out of school at 4:30, it was 6:00 when band, football, etc. was complete, and most of the neighborhood public libraries are closed at that time. He said the only ones able to complete the assignment were those with Internet access and not every student has a computer and Internet access. He said if the extra hour is going to be implemented, he is asking that consideration be given to implementing it so it allows students to get out of school earlier. He also noted the change in teachers to fit the school and shared with the board the communication barrier between the students at Fair Park and the Filipino teachers, and that because it seems funny to hear them and many of the students are laughing and joking about it, they are not listening to what is being said, so he doesn’t believe they are learning. He also said when this plan was submitted to the state, it appeared all the ducks were in a row; however, it doesn’t appear that way now.

Virginia Marks addressed the board on the \$200 teacher supply fund and thanked the board for this assistance and the difference it made in her teaching at the Rutherford House. She shared with the board the materials she has been able to purchase to enhance these students’ learning experience. Mrs. Marks also commented on the purchase cards for use at two vendors and that these two vendors do not provide the academic supplies needed. She encouraged the board to investigate and solve whatever problems were there to cause the implementation of the card.

## **ADDITIONAL ITEMS**

Mrs. Crawley asked that an item be added to the agenda titled “Discipline Committee Recommendations and Schoolwide Positive Behavior Management Minor Form”. Mrs. Crawley announced that this group will meet on September 9<sup>th</sup> and a recommendation will be brought forth at that time.

Ms. Phelps asked that an item be added under Superintendent’s Report on Alternative Schools/High Schools.

Mrs. Bell expressed appreciation to Mrs. Flowers for the adult education program in Greenwood, Louisiana and how excited the people in Greenwood are to have this opportunity. She also thanked the superintendent and staff for the relationship with the Louisiana Technical College and shared with the board a young man who will be able to take advantage of this opportunity.

**PRESENTATION OF PROPOSED AGENDA AND CONSENT AGENDA**

Mrs. Crawford announced that Items 7, 8, 9.01-9.04 and 9.08-9.09 are the consent agenda. *Mrs. Crawley moved, seconded by Mrs. Crawford, to approve the proposed agenda and consent agenda for the September 15, 2009 CPSB meeting. Vote on the motion carried.*

**Adjournment.** *Mrs. Crawley moved, seconded by Mrs. Crawford, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 8.32 p.m.*



**September 8, 2009**

The **Caddo Parish School Board (CPSB)** met in special session in its office at 1961 Midway, Shreveport, Louisiana at approximately 5:25 p.m. on Tuesday, September 8, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Charlotte Crawley, Lola B. May, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Dr. Gerald Dawkins, secretary, and Reginald Abrams, legal counsel. Mrs. Bell led the prayer and Pledge of Allegiance.

#### **PRESENTATION BY DR. ROBERT MARCH**

Superintendent Dawkins reminded the board that we have been working with Dr. March and his team to develop a Corrective Action Plan. He said from this point, the plan is to meet on a more regular basis (quarterly) and tonight Dr. March is present to explain the essence of the work of the CAP so everyone is on the same page.

Dr. Robert March shared with the board members the history behind the development of a Corrective Action Plan (CAP) and his involvement in the CAP. Copies of his powerpoint presentation, the negotiated settlement agreement and the Corrective Action Plan (CAP) were shared with the board members. Dr. March explained that the settlement agreement came as a result of a complaint being filed on behalf of all students classified as Emotionally Disturbed following an agreement being made with the Department of Education identifying the areas they felt were not in compliance with State and/or Federal Law, and in February 2008 an agreement was done between the Department of Education. He said at that time part of the agreement, which was technically between the Louisiana Department of Education and lawyers acting on behalf of children, compelled them to hire someone to work with Caddo Parish to assist them in addressing the violations listed in the report. Dr. March said it was at that point he was contacted about signing on to help these students and to help the Department of Education write a Corrective Action Plan. He said the CAP was written in conjunction with the Special Education staff in Caddo and shared with the board the process followed. Dr. March noted that the settlement is a legal document and spells out in detail what the district is required to do, and reminded the board that he did not write the agreement, but actually came in after the fact. He explained that a plan was put together and submitted to the Louisiana Department of Education for them to either approve or ask for revisions. Dr. March also detailed the Corrective Action Plan and what Caddo has done to address it.

Dr. March announced that the group he directs is Effective Educational Practices and he has approximately 20 employees working in Caddo Parish in various ways and they began their work in May 2008. He explained that an IEP (Individual Education Plan) is for one child while a CAP (Corrective Action Plan) is for an entire system, which in this case is 72 schools. Dr. March stated that the terms included significant increase in frequency and duration of counseling and related services provided by counselors, social workers, school psychologist, and determination of related services based on what the child needed and not what was available in Caddo Parish. Dr. March said that discipline has been the area to generate the most discussion and stated that he believes discipline is defined as teaching. He said one of the misconceptions is that the CAP says you cannot discipline anymore, but he wants to be very clear that this is not what it says. He explained the process and how behavior is to be tracked and monitored and employees are encouraged to reinforce things such as positive behavior intervention. Specific strategies, objectives and timelines for reducing the numbers of suspensions and expulsions were also shared with the board.

Dr. March highlighted the following six specific goals of the Corrective Action Plan: (1) Communicating the Negotiated Settlement Agreement to the CPSD community, (2) Maintain a CAP Leadership Team, (3) Discipline and PBIS (Positive Behavioral Interventions and Supports), (4) Related Services and the Provision of Educational Benefit, (5) Individual Remedies to Address all Areas of Non-compliance Identified in the Monitoring Report, and (6) Implementation, Maintenance, Monitoring, and Ongoing Improvement of the CPSD CAP, sharing with the board the objective and activity, targeted population, responsible person or office, timelines for implementation and data/evidence in support of the change in each area.

Mrs. Crawley stated that she believes the discussion today is to have more communication directly with someone that we have employed to help us with this. She said she is getting calls

from teachers who are telling her their principal has attended one of the inservices and what is happening when the principal returns to the school. Mrs. Crawley asked about the kind of follow up with each building level to make sure they heard and interpreted correctly. Dr. March responded that when he was a teacher he experienced the same with his students in that some of the 25 heard and did exactly what they were asked and it wasn't so with the others, and it was basically the same thing last year with the CAP. Mrs. Crawley asked if the board has a list of the 29 schools, and Dr. March stated that the information had been provided to the board members. He added that the list was specifically if they suspended over 15% of their student population. He said the national average for suspensions is 6.6% and some of Caddo's buildings were over 40%; and while we are not expecting 6.6% this year, he would like to see these go from 40% to 30% and show the State we are moving in the right direction. Mrs. Crawley stated that if we say we must get our suspensions down, then some are hearing don't suspend students anymore. Dr. March said the suspension data in August does not indicate that is happening in some of the buildings, and it is very important to look at why students are being suspended and to look at what we can do to prevent these problems, i.e. if respect is the problem, then we need to look at what respect for the teacher in the classroom looks like. Mrs. Crawley asked about the differences in the populations. Dr. March explained that pertinent data was looked at for each building to include the numbers of different students suspended and the average time lost by sending the students home. Mrs. Crawley asked if Dr. March is trying to say the students were suspended because they were poor, because if you are trying to address something, you need to know the cause. Dr. March said he is not saying that, he is not saying anything, and he tries to stay away from anecdotal experiences and look at large samples. Mrs. Crawley asked for clarification and if Dr. March is trying to do a causal effect and that being poor causes one to be suspended; because it appears the school is being blamed for not being tolerant of their deficiencies whether it be monetary, academics, etc. Dr. March said he would argue it's a social deficiency and that when he began teaching, he taught in a high poverty area and his social behavior and expectations were different from the children he taught. Mrs. Crawley asked in such a situation, should they be lowered, and Dr. March responded absolutely not, but you should make them explicit and teach them. He said that the State of Louisiana is saying we need a part of our school system to teach through PBIS (Positive Behaviors, Interventions and Supports) and there are children who need intensive remediation on social behavior, and if the number one referral to the office is disrespect, then maybe we should be teaching what respect looks like or if it's physical aggression, then maybe we should look at where the adults are who are providing supervision in the hallways, cafeterias, etc. He added the data needs to be looked at by building so the problems can be determined and a plan put into place to address them. Dr. March reported that he has visited the buildings and in general, the students are very respectful; however, in a district of 42,000 plus students, it doesn't take many students to wreak havoc in that system. Mrs. Crawley said that Dr. March stated we were below and that he expected Caddo to have about 200 identified students, and asked if he meant that we didn't identify. Dr. March said he did not say that and he would never say that, but he said it was a possibility. Mrs. Crawley said could it not also have been a possibility that we do a good job in meeting their needs ahead of time, and you didn't mention that. Dr. March explained that he was trying to explain how they arrived at the settlement agreement. Mrs. Crawley asked about an exit agreement and what it would look like from Dr. March's perspective and if he would be making a recommendation regarding the board asking for where our CAP, positive school behavior and code book do not match and what we need to do to correct this. Dr. March explained that there was a total of nine items in the CAP and he presented those specific areas where the school district is not aligned with the State or Federal Law. Mrs. Crawley asked if self-contained necessarily means that it is an inappropriate setting? Dr. March said that we are getting into ambiguous areas as far as what's appropriate for a child and not the decision made jointly between the school system and the student's family. He said foremost is ensuring the safety of the buildings and all the school's children. Mrs. Crawley talked about the amount of time one of her principals spends in the office holding a child, because they want to come into her office and sling everything, and is what they are doing in the classroom. She said a child who is frustrated with everything around them, she doesn't understand how this can be appropriately addressed by continually sending them back to the classroom. Dr. March responded that a part of the CAP addresses this by stating that a functional assessment needs to take place. Mrs. Crawley then stated that you will have a principal that states they can no longer enforce dress codes, so what is the follow through for such issues as this since they put his (Dr. March's) name with it. Dr. March responded that he has never said "not to enforce the dress code"; however, he has worked with some other parishes who have dress codes but have suspension rates far lower than Caddo, and that the ultimate goal is to keep students in the classroom. Mrs. Crawley also inquired if

there is available data stating that we suspend students the first or second time they come to school dressed inappropriately? Dr. March said he does not know, but the board's data is the board's data and the board can look at it internally as far as who is being suspended and for what offense. Mrs. Crawley said she needs to see the data and Dr. March advised her to ask for it as well as explained that our data is not set up to categorize by dress code, but it has been corrected. Mrs. Crawley asked that staff provide her information on the number of suspensions as a result of 1<sup>st</sup> and 2<sup>nd</sup> time violations of the dress code. Dr. Dawkins stated that as we move forward in this process, staff is certainly looking closely at the data and will share this information quarterly with the board. Dr. Dawkins also reminded the board that Caddo has the most archaic information center; however, staff will share the data in the format that we currently have it.

Mrs. Crawford reminded the board that Dr. March has made decisions based on the information we provided him and encouraged board members to not be combative in their comments. Mrs. Crawley said she does not mean to be combative, but she still would like an answer to when a principal uses Dr. March's name, how are board members to respond to them? Dr. Dawkins said if a principal has a question, they should call him and he will get the appropriate response. Mrs. Crawley said last year it began with five incidents and nothing was done and it has begun again this year.

Mrs. Bell asked Dr. March about a special student's behavior that is tearing up the room and the judge says the student must return to his home school, and she shared her experience with such a student and that it was the principal who stepped in and addressed this situation beyond what the rules said, and asked Dr. March about his thoughts on this issue and how to best help these students? Dr. March responded that it appears the teacher determined what was best for the student and figured appropriate placement; however, without looking at specific statistics from the building, he cannot answer specific questions. Dr. March also said that he understands that we must do something different and that is the reason for the CAP and the attempt to address these situations and keep students from falling through the cracks. He added Dr. Dawkins has made an attempt through the Credit Recovery program to address the over-age students. Since the settlement agreement, Dr. Dawkins and his staff have worked diligently to complete addressing this issue. Mrs. Bell asked about the 20 consultants and when are these trainings taking place for those in the classrooms? Dr. March stated that this is something he and Dr. Dawkins have discussed and have attempted to come up with a plan that addresses the settlement agreement and minimizes interruptions to instruction. He added the challenge is every time he proposes online, people want it live, and if you post it live, people want it online; but the main focus is that teachers will be in the buildings more. Mrs. Bell asked if there is money to pay these teachers for the additional training, even if it is after school? Dr. March explained that this year we will be training those who are a part of the School Leadership Committee and these will be in the boardroom and professional development beginning on Wednesday and he invited board members to attend one of these sessions. Dr. Dawkins stated that staff will provide board members with a copy of all the scheduled training sessions. Mrs. Bell asked Dr. March about the 20 consultants and if they will be making their visits all through the year? Dr. March reported that there are currently five consultants in town working with schools and each month the schools that were identified will have a monthly visit to make certain the paperwork is completed in order to be compliant with the CAP and to work specifically on identified issues and problems. Dr. March also reported that in his observation, Caddo has some great principals and some great teachers in its schools. She also asked about the fact that a total of 12 days per month someone on his team is in this district. Dr. March responded that is correct and some weeks it is more. Mrs. Bell asked that Dr. March bring a quarterly report to the board. Mrs. Bell also asked Dr. March if we are doing everything we are supposed to do to address what put us in this position? Dr. March responded he agrees and it is the job of the CAP to spell out the evidence of meeting what's required. Mrs. Bell asked if the IEPs are to be available when any person asks for them? Dr. March said that is correct and the district has been given three years to meet all the requirements, and it will depend on the two groups working together to make it happen. Mrs. Bell said she is expecting it and Caddo has a good Special Ed Department. Dr. March stated that he didn't say Caddo didn't; however, this is not about Special Ed, but it's a whole school thing. Dr. Dawkins responded that staff will report these things at the quarterly meetings. Mrs. Bell said she only wants to see some accountability and Dr. March agreed and that his objective is to be out from under the CAP at the end of next year. Mrs. Bell added that if this happens, she believes the money paid will be worth it.

Mrs. Crawford stated that someone in the audience asked if after four days of cumulative suspensions, staff needs to relook at the student's plan and possible change in placement and what is meant by changing placement? Dr. March shared the example of a student who has been adjudicated and is in the legal system and is placed back in the school and she threatens another child in the restroom, which is a suspendable offense and the child is suspended. If this student is a special ed student and you are limited and can only suspend them up to 10 days, during that time, staff must review that child's placement so when the child returns, that child is placed either where there are fewer children and more adult supervision or a remediation process, which may even mean moving the child to another classroom or building in order to provide the services needed for that student. He said it is not a simple thing, but it is an effort to try and get the parents and the school system to work together, and he reminded the board that it's because of an unhappy group of parents that got us to where we are today; while he works with the School Board and for the Board, he also is working on behalf of the parents and the State, which also requires a quarterly report. Dr. March referred to the district's attorney for better guidance in these type situations. Mr. Abrams confirmed that what Dr. March said was correct and that the reason for the four days is to keep the district from violating the 10-day rule.

Mr. Rachal asked who identified the 29 schools? Dr. March said he and a group of persons who reviewed the District's data. Mr. Rachal asked about the criteria for the 15% suspensions? Dr. March said that is in the agreement with the State of Louisiana based on the average of 6% and they doubled it. Mr. Rachal asked about some examples for "adequate and appropriate"? Dr. March explained that this is an area where a disproportionate amount of time is spent talking with various educational decision makers on what exactly does "adequate and appropriate" mean, because it starts with FAPE which has never been clearly defined and has brought many districts to the court room over a parent's definition and a school's definition. He said he has attempted to be reasonable and find a middle ground where both can agree. Mr. Rachal asked about the mention of a plan staff is working on, which seemed to be a plan that would come from Dr. March and his staff. Dr. March stated that the CAP is a plan that he worked on with Special Ed staff, but there is also a CAP team that reviewed that plan. Regarding the Schoolwide Positive Behavior Plan, each school, prior to his arrival in Caddo Parish, was asked to have a Schoolwide Positive Behavior Plan with six basic features and he highlighted those features. Mr. Rachal asked Dr. March if he is in agreement with this plan? Dr. March responded that each school was asked to submit their plan and received guidance on that plan from one of his staff members. Mr. Rachal asked Dr. March if he was under a contract with any of the other parishes that under agreement? Dr. March stated that some of his staff worked on the Jefferson Parish agreement; and while he is currently working in other states, he is not working in the other school districts in Louisiana, but he does confer with Jefferson Parish to discuss their CAP and specifics to that district. Mr. Rachal asked if a plan is being developed per site or will we end up with a blended conglomeration? Dr. March said the district can have a plan, but each school will have its own individualized plan based on the criteria, and then within that, some schools will differ because they need extra help. Mr. Rachal asked if we can have different plans in different schools? Dr. March clarified that you are not setting different plans, but each school's plan will be individualized to address needs specific to that site. Mr. Rachal asked about "expectations" and for clarification on what we are to expect? Dr. March responded he doesn't have a good answer because it has never been clearly defined, other than hitting the benchmarks and showing evidence that we are making progress. Mr. Rachal asked if it is being expected that all children will behave and achieve the same way? Dr. March responded he can't speak for them, but his personal opinion is this is an unrealistic expectation and is counter to what the public school system is built on. Mr. Rachal noted there are many parents with expectations of sending their children into a learning environment that is not being disturbed and he believes those who want to disturb should be moved somewhere else so the students desiring to learn have the opportunity to do so.

Mr. Abrams stated that the items listed on the screen are the issues as to how the district can get out from under the CAP. He said Caddo Parish went broader than was required and if we can show that we are showing evidence of FAPE and that we are following this and taking care of the child who may be a discipline problem. He said if you are doing what you are supposed to be doing then you can discipline these students; however, we have found there are problems with the documentation, which means that those children cannot be disciplined because the Federal law prohibits disciplining a child where you have not complied with the rules. He added that is why it is so important that we follow the procedures so we can move a problem child out of the classroom. He also said that in going through the process the goal is that in another year we have

documented everything we have been doing and hopefully will be able to get out from under it. Mr. Rachal asked for clarification and if we got into this over about 200 students? Dr. March said he was not a part of the settlement agreement, but he believes it was actually brought by a small group of parents. As a lay person, he said it was explained to him that a group of parents were represented by the Southern Poverty Law Center and a local attorney and brought the class action law suit. Mr. Abrams said it was not 200 students but a very small class, and when they did a review of those children they did not find any violation on those students; however, they did find violations when doing the monitoring. Mr. Rachal asked the superintendent if we have someone specific in place on staff that will take each of these 200 students and review them? Dr. Dawkins responded he cannot respond that we will have a designated staff person to only do this; however, since we are in transition for a new Special Education Director, he will encourage staff to make this a high priority.

Mr. Rachal asked Dr. March if Caddo would benefit from having someone who specifically does this? Dr. March responded that Caddo has more than one person to complete these tasks. Mr. Rachal asked if this district benefits from those that this is their only job? Dr. March said he is being asked to respond to something that he wasn't brought here to do and he doesn't believe it is fair; however, he responded it would be absolutely wonderful if one staff person had this responsibility, but staff is already stretched too thin in too many areas. Dr. Dawkins assured Mr. Rachal that staff will pay close attention during the reorganization of the Special Education Department to watch not only these 200 students, but to monitor the others as well. Dr. March reminded the board that this is the focus of the settlement agreement and if you see the two documents going hand in hand, because the settlement agreement is what was agreed to and the CAP is how it will happen. Dr. March said he is happy to answer any questions about the CAP, but if there are questions about the settlement agreement, the best person to address this is Mr. Abrams or the State.

Mr. Ramsey expressed to Dr. March and Dr. Dawkins that what he expects is that all of our children should have access to a free and appropriate public education and if there are 23 children in a classroom observing extreme behavior problems, this is not conducive to education. He further added that his expectations are that our people are trained so they know what to do in just about any situation. Mr. Ramsey said his expectations are that, when we do have some extreme situations, the support is immediately in place to assist. Mr. Ramsey said it is also his expectation that we will be out from under this by 2011. He said he believes there are a handful of people that are causing the problems and we are at a point where we should be all about educating the children and moving on. He said he doesn't mean put them away and forget about them, but we need to place them where they can be helped and do all we can to help them. He said these are not questions, but expectations and he hopes to see by the year end that we are there.

Mrs. May said there are some things she would like to see happen with training for the principals, teachers, bus drivers, etc. She said she doesn't like these employees pulled out of the classroom during school time, and asked that these type training sessions be held during the summer months. Also, the money we would pay a substitute she believes we could pay our employees to work during the summer and prepare to work when school begins. Dr. March stated he didn't disagree but it is hard to get employees in over the summer months. Dr. March also said he understands and they have tried on-line training, but it didn't seem to work when you don't have the face-to-face contact during the training. He said he also hopes that there will be less training in the third year.

Mrs. Armstrong asked Felicia O'Neal what is the job title of the coordinator sent to each school? Mrs. O'Neal responded it is an instructional specialist. Mrs. Armstrong asked if there is an instructional specialist assigned to every school? Mrs. O'Neal responded in the positive. Mrs. Armstrong asked if it is not the job of the instructional specialist to review every IEP? Mrs. O'Neal said that is what they are required to do. Mrs. Armstrong said she is asking this because if it is the job of the instructional specialist to review and personally check and sign off on every IEP and make each one appropriate for each student, she doesn't believe we should be here. Mrs. Armstrong stated that she hopes under Mrs. O'Neal's watch that every instructional specialist understands this. Mrs. Armstrong noted that the many years she was a classroom teacher, this was understood; and when a state review was coming up, this was yet another opportunity for every IEP to be checked. She said she believes maybe some are falling down on their job and asked how many instructional specialists do we have? Mrs. O'Neal said there are

26 with three vacancies. Mrs. Armstrong asked how many supervisors are over the instructional specialists? Mrs. O'Neal said currently we have two. Mrs. Armstrong stated to Dr. March that she prefaced her comments with these questions so that he would understand her questions to him, and asked if the BIPs are generally done for regular ed students rather than special ed students? Dr. March responded that if you are identified as emotionally disturbed or having emotional disturbances you have a BIP (behavior plan), but it varies between school buildings and the SBLCs. Mrs. Armstrong asked if the BIP is a separate plan from the IEP or is it attached to it? Dr. March said it typically is embedded in the IEP and to take it a step further the Schoolwide Behavior Plan ideally the IEP is linked to it as well and to the Blue Book in an attempt to have some cohesiveness. Mrs. Armstrong said she is asking this because it was her experience that the BIP was embedded in the IEP. Dr. March said for special ed students it is almost always embedded in the IEP. Mrs. Armstrong asked when a principal is faced with four cumulative suspensions, do they assemble the SBLC at that time? Dr. March responded that he recommends this and it may not be the entire committee, but maybe only two members of the committee depending on the other members' responsibilities and their availability. He added this is not intended to put an undue burden on the schools. Mrs. Armstrong said she believes if we are to ever get out of this situation, we are going to have to make some accommodations in terms of whether they are meeting and stay on top of these situations and she would like to know what Dr. March's recommendations would be. Dr. March stated that the challenge is you have some schools who have 160 children and some who have 1,200 and the mechanisms from one building to the next will differ where some have extreme high poverty and a host of community-based problems, and there will be a need to be even more explicit and more concerted, but they definitely have to be in sync with each other.

Mrs. Bell asked Dr. Dawkins about the 26 instructional specialists that are helping in all 74 schools and can they be divided into areas such as the school directors or possibly have so many instructional specialists working solely with the 29 schools? Dr. Dawkins answered staff has organized this group to address these schools and people will be held responsible for the work they have to do in terms of their assignment and staff will continue to look at the structure.

*Mr. Ramsey moved, seconded by Mrs. Crawley, to approve the interim independent contractor agreement for technical assistance on the development of an intensive Corrective Action Plan as submitted in the mailout and that the Corrective Action Plan (CAP) and Budget for 2009-10 as submitted in the mailout. Vote on the motion carried unanimously.*

**Adjournment.** *Mr. Ramsey moved, seconded by Mr. Rachal, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:20 p.m.*

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita Crawford, President

**September 15, 2009**

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 15, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Eursla Hardy (arrived at approximately 4:52 p.m.), Willie Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, 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.

### **CONSIDERATION OF MINUTES OF THE AUGUST 18, 2009 AND SEPTEMBER 1, 2009 CPSB MEETINGS**

*Mr. Burton moved, seconded by Mrs. May, to approve the minutes of the August 18, 2009 and September 1, 2009 CPSB meetings as submitted. Vote on the motion carried unanimously.*

### **ESTABLISH AGENDA AND CONSENT AGENDA**

Superintendent Dawkins highlighted items for the board's consideration. Dr. Dawkins asked that Item 9.06 "Superintendent's Goals for 2009-10" be pulled and Mr. Ramsey asked that Item 9.15 "Request for ENI Data be postponed until the October meeting. Mrs. Crawford announced that the consent agenda items are 7.02-7.04, 8, 9.01-9.04, and 9.07-9.09.

### **PRESENTATIONS AND RECOGNITIONS**

Daniel McFarland, student at Magnet High School and representative for the Northwest Region 4-H Board, shared with the board activities in the local 4-H club with this year's focus being Leadership. He reported that last year 1,300 youth were enrolled in 45 school clubs. He said yearly evaluations are conducted and research indicates that where students are involved in positive experiences is where they develop connections with peers and adults. He also asked board members to impress upon the schools to continue to support the 4-H and he introduced the local 4-H agents present. Mr. McFarland also explained that the month of September is National Rice Month and presented a basket filled with goodies from this part of Louisiana. He also announced that the local 4-H agent prepared a tray of cookies for the board members to enjoy. Ms. Phelps expressed appreciation to Mr. McFarland for his presentation.

**Louisiana Association for Career and Technical Educators.** Mrs. Anderson announced that this summer the Louisiana Association for Career and Technical educators held their annual meeting, and Mrs. Gayle Flowers was recognized as the Educator of the Year for her involvement and many contributions in career and technical education at the local, state and national levels and for her professional memberships and activities, professional contributions, education and experience background and civic and community involvement. Mr. Gary Weese was recognized as Teacher of the Year for his contributions to career and technical education at the local, state and national levels. Both of these educators will compete at the Region IV ACTE Conference and if selected, will represent Region IV at the national ACTE conference in 2010.

### **VISITORS**

Susan Reid addressed the board on the consolidation of bus routes for Oil City Elementary School and the amount of time (three hours) that the elementary students are riding the bus each day. Mrs. Reid requested that the board look at this and give them their bus stop back.

Mary Giecek addressed the board on what she believes is discrimination against her child and her school because of the change in the bus stop for the Oil City students. She said there never seemed to be a problem at the pick up points in years past; however, the stop has changed and this change has caused a great inconvenience, plus the fact that the students have to ride the bus approximately three hours each day.

Melissa Collins addressed the board on the Oil City bus route and the fact that her daughter must get up at 5:30 to catch the bus and does not get home until 4:30 in the afternoon. She also expressed concern that transportation has added another stop which means she must now get up 15 minutes earlier. Mrs. Collins said her daughter is so tired at the end of the day and also must

stand at a stop in the morning in the dark. She said this is wrong and asked that the board look at this situation.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, addressed the board on the proposed charter school. She said while others are providing for Caddo students, she asked did the board not still have a fiduciary responsibility to the tax payer and the other students to ensure appropriate use of resources. Since the board repeatedly states that the resources should follow the student but once the funds have been allocated, she asked how will we get them back if the school is not successful. Mrs. Lansdale stated that Caddo has provided certified teachers, with college degrees and certification in subject areas, and provides background checks on all potential employees that are extremely comprehensive. Mrs. Lansdale asked if the board can be assured that the students willingly turned over will receive the same level of care of expertise. She added that in Caddo, employees bend over backwards to provide services to all students to address their needs and asked if the board can be assured that all students will be welcomed at this school. She said to her it is not as simple as hoping someone else can do what you think you might not do. Mrs. Lansdale also asked that before the board turns over the ranks, to ensure that Caddo has the wherewithal to provide oversight in all financial and academic matters. Regarding the proposed changes in the assistance and assessment plan, Mrs. Lansdale stated she is pleased that new teachers will be in the Caddo Personnel Evaluation Plan. She said it is the Federation's position that the local plan provides the opportunity to recognize needs of new teachers early on and not at the conclusion of the assessment period so needed resources for success can be provided, as well as the assurance that we have done all we can if we are not successful. She also stated that the Federation is keeping watch on the State Department of Education as they address the issue of assistance and assessment for new teachers; because having heard about the move to not fund was only a mechanism and position toward the "Race to the Top", and said this bears watching. Also, regarding the Behavior Management Minor Infraction Form, Mrs. Lansdale stated appreciation for the work of the Disciplinary Committee; however, she added it needs to be communicated to everyone that this is not a referral form, but it is a documentation form, and allows the teachers to use good judgment which combined with the new Discipline Law says that nothing in Schoolwide Positive Behavior Support can prevent a teacher from removing a student, but it also provides a mechanism for principals to address a teacher on classroom management when it is deemed necessary. She said it allows for individual judgment and individual responsibility. Mrs. Lansdale again stated that she believes this will only work if everyone understands the purpose and they hope that there will not be a singular reliance on getting this information to principals, but that inservices will take place at all schools so all stakeholders will have a clear understanding of its purpose. Mrs. Lansdale stated that as the Discipline Committee begins to meet monthly, they look forward to working on other areas of the policy, i.e. broadening the number of participants in a student hearing so that not one single person in administration can make a sole decision to send a student who has threatened a school employee back to the school or that classroom. She said they also look forward to working with the committee to define and identify weapons so that no one is put in harms way, employees or students, by sending mixed messages about what can be brought to the school buildings. Mrs. Lansdale noted that next Monday the Superintendent's Advisory Committee will meet for the first time this school year which is an example of "with us and not to us" and this is when we do the best work.

## **UPDATE ON SUPERINTENDENT'S TARGET SCHOOLS**

Dr. Dawkins recognized Chief Academic Officer Antionette Turner who shared with the board an update on the Superintendent's Target Schools. Mrs. Turner announced that on August 24<sup>th</sup> and 25<sup>th</sup>, Dr. Amy Westbrook visited and reviewed all nine of the Superintendent's Target Schools, speaking about the Memorandum of Understanding, the School Progress Plan, and toured the schools. Specifically, she reviewed each school's achievement data with the building principals and identified timelines for the quarterly monitoring site reviews. She announced there will be four site visits – late September/early October, late January/early February, late April/early May, and then a visit to a summer school program at any targeted school. Mrs. Turner reported that Dr. Westbrook also detailed the monitoring process which will include communication on the five essential practices and highlighted each of these critical areas and how we will be monitored and evaluated in each. Mrs. Turner announced that the first monitoring visit begins this week at Oak Park MicroSociety Elementary School and the team will continue with teams in Caddo through October 1<sup>st</sup>. Details of each visit include a one-day visit all day involving the Recovery School District team of three (an RSD staff member, a non-



Caddo Distinguished Educator, and an external educator). Mrs. Turner stated that everyone needs to clearly understand that with less than 50% of the faculty not meeting the requirements, Caddo would be rated insufficient, 50-75% of the faculty observed during those practices receives minimal and the first visit will be baseline data. She added that for fundamental practices and a satisfactory rating, 76-85% of all faculty being observed in that building utilizing best practices must be evident.

Mrs. Turner added that in the ratings, the school will not only be rated, but the school leader (building principal and administrative staff) also will be rated. She said a monitoring report will be completed by the team of the three people and will include the essential practice survey, the teacher interview form, an interview of schools leaders (principals, assistant principals), a building instructional snapshot, and a building climate snapshot. Regarding Distinguished Educators, a support person provided by the State Department, Mrs. Turner gave an overview of these individuals who are responsible for working with our schools and explained the responsibilities of these employees.

Regarding **School Choice** data, Mrs. Turner reported on the numbers of students at each of the targeted schools who decided to transfer from their neighborhood schools as well as those who decided to stay at their home schools.

Ms. Phelps asked Mrs. Turner to clarify if enrollment is enrollment after Choice. Mrs. Turner responded it is before Choice. Ms. Phelps asked if the board was given the consolidated numbers and Mrs. Turner said no, but she will be glad to bring them back next time. Ms. Phelps announced that we will have to make substitutions because of these numbers, and asked that we begin to review the numbers and look at changes that need to be made before we are forced to make them.

Mrs. Bell asked if we are responsible for paying for the RSD visit, and Mrs. Turner stated we are.

## **CONFIRM THE CONSENT AGENDA**

Mrs. Crawford restated the consent agenda items (7.02-7.04, 8, 9.01-9.04, 9.07-9.09) *Mrs. Crawley 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 No. 7**

**7.02 Requests for Leaves.** The following requests for leaves were approved by the board as submitted in the mailout.

#### Certified

Catastrophic Illness (Aug. 24-31 (noon), 2009, 5.5 days

McMillan, JoAnn, Social Worker, Hamilton Terrace Learning Center, 30.5 years

Christopher Bryant was relieved of his obligation to repay monies received while on Medical Sabbatical Leave now that he has been approved for Disability Retirement.

Lenora Johnson was relieved of her obligation to repay monies received while on Medical Sabbatical Leave now that she has been approved for disability Retirement.

Karen Porter's request to change her approved academic sabbatical leave for the 2009-10 school year to a leave without pay was approved.

#### Classified

Leave Without Pay, August 14, 2009-August 14, 2010

Frederick, Dezeray, Laborer, EBW Stoner Hill Elementary Lab, 1 year

Leave Without Pay, September 11, 2009-May 30, 2010

Williams, Marlena, Teacher's Aide, Lakeshore elementary, 2 years

**7.03 Personnel Transaction Reports.** The board approved the other personnel transaction reports for the period of July 25, 2009 – August 25, 2009 as recommended by staff and submitted in the mailout.;

**Renewal of Promotional or Administrative Appointment Contracts.** The board approved the renewal of administrative contracts as submitted in the mailout.

#### **Item No. 8**

**8.02 Bids (Construction).** The board approved the consulting firm of Parsons Commercial Technology Group, Inc. for the Facilities Study Assessment as submitted in the mailout.

#### **Item No. 9**

**9.01 Special Education Interagency Agreements.** The board approved the 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.

**9.02 Office of Mental Health Grant.** The board approved the Office of Mental Health Grant and Program Manual as submitted in the mailout.

**9.03 Proclamation for Character Development Week.** The board adopted the Character Development Week Proclamation as submitted in the mailout.

**9.04 Impact of Increased Minimum Wages to Caddo Employees.** The board approved compensation to all groups of Classified employees who may qualify for the increased minimum wages.

**9.07 Pupil Progression Plan.** The board approved the 2009-2010 Pupil Progression Plan for submission to the state as submitted in the mailout.

**9.08 Rename Math/Science Middle School to the M. J. Moore Math/Science Middle School.** The board waived the 90-day requirement and approved the renaming of the Math/Science Middle School to the M. J. Moore Math/Science Middle School.

**9.09 Swimming, Bowling and Horseback Riding.** The board approved the agreements which make it possible for the Caddo Parish Special Education Department to offer bowling, swimming and horseback riding to students in the Adapted Physical Education Program of the Caddo Parish School Board.

### **REQUEST FOR TYPE II CHARTER SCHOOL**

Mr. Rachal asked that this group be given more than five minutes to make their presentation to the board. Mrs. Crawford asked board members to indicate to her their preference and based on the response stated that Mrs. Cheatham would be given five minutes.

Mrs. Eddie Jean Cheatham thanked the board for the time to share with them their request for a Type II Charter School in Caddo Parish. She also introduced other members present from the New Life Leadership Foundation - Dr. Bernard Kimble, Michael Phillips, and Larry Cooper. Mrs. Cheatham stated that prior to authoring the proposed application, much research went into the consideration of a place where the New Life Leadership Foundation could assist Caddo Parish in meeting its goals of educating its children and better preparing them for the next century. She added that it has been suggested to them that they consider tutoring on weekends, which Michael Phillips does on the weekends.

Mrs. Cheatham shared with the board that when she and her husband relocated to Shreveport, her husband had specifications as to where to live, however, her specification was that they live in Caddo Parish and noted her remembrance of when Caddo was one of the top 10 schools in Louisiana and when it was the best place to educate your children. Mrs. Cheatham stated that she and the other members of the board of New Life Leadership Foundation are interested in working with Caddo to bring Caddo back into the Top 10 school districts. She stated her understanding of a School Board's main three functions – establish policy, hire and fire the

superintendent, and oversee fiscal affairs. She stated that if the Academy of Uboro is allowed to operate a Charter School in Caddo Parish, the local district could save approximately \$10 million in one year. Mrs. Cheatham said she believes she brings more than 35 years experience in the California school system, but also the education she earned here in Louisiana, and she wants children to have the same opportunity. She said she knows that citizens in east Caddo Parish are very concerned that their taxes pay more than 50% of the monies that Caddo Parish Schools is operating on, and this money needs to be spent in a constructive way. Mrs. Cheatham said she is not criticizing how Caddo Schools is run, but she believes with their assistance, Caddo can do a finer job in running the schools.

*Ms. Priest moved, seconded by Mrs. Crawley, that staff provide notice to the Type II charter school applicant that the Caddo Parish School Board disapproves the charter school application based on the information submitted and that the Caddo Parish School Board does not have an interest in working with the applicant on its proposal to cure the proposal deficiencies.*

Ms. Priest stated that she is unable to support the charter school application because the chartering organization is not composed of any teachers, it does not meet the requirements of the statute, and while the applicant submitted a large detailed application, most of the information appears to be cut and pasted from other school districts, i.e. Florida. She said we do not believe the charter is providing anything new or innovative for the students in Caddo Parish and she is not willing to turn over the reigns and responsibility of providing quality education for our boys and girls. She said each board member is elected by constituents in their district/neighborhood and the School Board has not only a fiduciary obligation, but a moral obligation as well.

Mrs. Crawley stated that while she appreciates the concern for Caddo's youth and the group's endeavor to assist and help our youth, she believes the elementary has made great strides and she believes Caddo's schools provide the best opportunity for its children and spends the taxpayers dollars to the best of its ability.

Mr. Rachal announced that he has looked at this proposal and he has sat down with members of the proposed charter school, and he believes it will cost us less to educate our children through the charter schools than what we are currently spending. He said if we are saying funding is the main reason we are choosing not to support this, then he believes we have lost sight of the child. He said he is the one who said we cannot be everything to everybody all of the time, because we do not have that ability and is the reason there are private schools. Mr. Rachal said he has looked at the proposal/application and he knows there are some deficiencies, but to state outright that we are not going to work with them or help them is just slamming the door in the face of those who have come to help. He said the numbers in the two local charter schools right now indicate that local revenue alone for those two schools is approximately \$2,900 per student. He said we spend almost \$14,000 per student and we have some as low as \$3,600 per student and we are supposed to be responsible for all the money we receive and how we spend it; and if students can be as educated in these other type schools and it costs the taxpayers less money, then he believes we have a fiscal responsibility to look at this and work with them to see if it is viable. Mr. Rachal said at this point in time we are saying we are not even going to work with them any time in the future and he does not agree with this and he believes we need to amend this. He said they are not asking for those things the other charters asked for, i.e. transportation, food service, and they are not taking over any school facilities, and he hates to see them shut out and that we say we are not even going to work with them. Mr. Rachal stated that he would like to offer an amendment *that the Caddo Parish School Board does not...* Mrs. Crawley called for a point of order and that the speaker has already spoken to the other motion. Mrs. Crawford asked legal counsel for clarification and Mr. Abrams explained that since he spoke to the motion on the floor, he would then have to wait until it came back to him to bring a substitute. Mr. Rachal also stated that in referencing East Baton Rouge, if we become so territorial in thinking that we are always going to be the only teaching method that we have, then we will become East Baton Rouge.

Mrs. Bell stated she is concerned and needs to know the difference between a Charter II and Charter V school, because she sees both going before BESE, and noted that on the application it doesn't indicate the location of the proposed school. She said she believes it is a good program, but at this time she does not trust charter schools, noting how hurt she was when Caddo's two schools were taken by the state. Mrs. Bell said that she believes the energy put into the proposal

is great, but her question is why did they not offer to help the local district with these schools and students before now.

Mr. Abrams explained that the difference between a Type II and Type V Charter School is a Type V is one that is proposed and submitted by a non-profit or a for-profit in which they use a joint effort in which to operate a school that has been taken over by the Recovery School District. He further stated that the application submitted is not one to take over a school in the district, but it is a charter between the chartering organization and the state board of education, and will also be allowed to have students from all over the state, and it can also take over a pre-existing school with a vote of the faculty, staff and parents or it can be one which is the formation of a new charter from scratch. He also explained that the process requires the application to first come through the Caddo Parish School Board for approval, and agreement to work with them to create a charter and move it forward, but if you tell them you don't want anything to do with it, they are allowed to move forward and seek approval of their charter from BESE. He said this is only a step to move them on to the next step. If the board decides it wishes to work with them, a timeline would need to be developed to show them how long it would take to put an effective program together. Mrs. Bell said the main point is it is still the State Department of Education and BESE and there is no guarantee they won't change their mind.

Ms. Phelps thanked the group for their proposal and said her sentiments are she wishes we had this same assistance with our existing schools and she doesn't understand why create a Recovery School District when those efforts and funds could be put into the state. She said as President of the Louisiana School Boards Association, raising charters in the state; and one of the concerns with creating charters in the state is there is no track record.

*Mr. Rachal moved, seconded by Mr. Riall, that staff provide notice to the Charter II applicant that the CPSB disapproves of the charter school application based on the information submitted and our review of the rubric.* Mr. Rachal stated that this charter has nothing to do with taking over our facilities, but only looking at educating our children and looking at those that are fitting well and those who are not. Mr. Rachal said he believes if we are not careful, we will become East Baton Rouge and split up. Ms. Phelps called for a Point of Order and asked that the maker of the motion not compare Caddo to another school district. Mr. Rachal said if we continue to be territorial, and not look at the bigger picture, we will get so focused on one thing, it is only going to get worse. Mrs. Crawford asked the speaker of the motion to only address the merits of his motion.

Mr. Riall shared that in relation to charter schools, his problem is with Type V charters. Ms. Phelps called for a Point of Order and that Type V Charters is not the motion. Mr. Riall said that if we totally alienate ourselves against any possible future opportunities such as this, he believes we are hurting ourselves and sending a message to the State Department of Education that we are antagonistic which will only make them come down hard on us.

*Mr. Burton moved, seconded by Mrs. Hardy, to call for the question on substitute motion and the main motion. Vote on the motion carried unanimously. Vote on the substitute motion failed with Board member Riall and Rachal supporting the motion and Board members, Hardy, Burton, Crawley, May, Phelps, Priest, Crawford, Ramsey, Armstrong and Bell opposed.*

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

## **CONTRACTS WITH CHARTER SCHOOLS**

*Ms. Priest moved, seconded by Mrs. Bell, that the Superintendent submit the proposed contracts to the charter schools for execution.* Mrs. Bell asked if, regarding the payment, we explained to them in lay terms that the bills need to be paid within 15 days of the beginning of each month, that the bill will go to them, and they pay Caddo within 30 days and asked what happens after the 30 days. Mr. Abrams explained we will start tacking on interest of 1.5% on the unpaid balance and clarified that they have not accepted the terms of this contract, so we are submitting the contract to them expecting something may come back. He added he has not spoken with Linwood Charter about this contract, even though the information has been submitted; however,

he has had contact with Linear and the attorneys for Edison, and even though they disagreed with some of the information included, he is still submitting what he believes is in the best interest of the Caddo Parish School Board. Mr. Abrams also added that he wants this to go forward as this is what the Caddo Parish School Board wants. Mrs. Bell noted the fact that school started August 17 and asked about the use of services since school began. Mr. Abrams explained that the contract will capture the money from the time they first occupied the building and we provided services. Mrs. Bell said she is looking at the 15 days and then the 30 days to pay, and they have used the services this long without paying, and her awareness of a situation where a charter did not pay for six months. She added she will vote for the contract; however, she wants to know what will happen if it continues this way for months, because we have Caddo employees working there? Mr. Abrams explained that we requested that the RSD enter into a contract, and they refused. It was then that the State Superintendent sent a letter to Dr. Dawkins advising him that if we had difficulty in payment that he would use the Deputy Superintendent to make sure that our invoices were paid. He also referenced Paragraph IX 3.f. in the proposed contract which states that either party may terminate this agreement for cause prior to the end of the term for any reason set forth in a. through f. Whether or not at that point we would have to continue to provide services would mean we would have to deal with the court and the RSD because we are required by state statute to provide services to those students in the Recovery School District. Mrs. Bell asked everyone to remember that when they were first organizing these charters, they ran to the State Superintendent saying Caddo would not talk with them or negotiate and she doesn't understand why now that they will not talk with legal counsel when he is trying to negotiate a contract. Mr. Abrams noted it is only one charter, because the other charter is talking with him. Dr. Dawkins stated that staff will not wait until December to collect what is owed Caddo and we will be aggressive in that pursuit.

Mr. Rachal stated he likes adding the interest and asked for clarification that we do have it in writing that they will step in for relief for us in the collection of our funds. Mr. Abrams explained they did stop short of saying they would pay it, but they did say they will aid us in any manner in getting our money. He added that they will have money in reserve and there is a method or mechanism to collecting the money. Mr. Rachal asked about the school visiting with the attorney at this time and the issues being discussed. Mr. Abrams explained that their main issue is the fact that he included Edison Learning as a party to this contract, when the RSD voted to have the MLK Neighborhood Association to be the actual chartering organization. Mr. Abrams said Edison's attorney has contacted him about this and he explained to them that removing them as a party is a non-negotiable item because they are actually providing educational services and they are also calling and asking for everything. Mr. Rachal asked what will happen in the event that we come to a crossroads and they don't sign the agreement? Mr. Abrams responded we will go to the RSD and the State Superintendent? Mr. Abrams stated that he expects to have a contract or some type of request for changes, which he has already done.

*Vote on the motion carried unanimously.*

## **DISCIPLINE COMMITTEE RECOMMENDATIONS AND SCHOOLWIDE POSITIVE BEHAVIOR MANAGEMENT FORM**

*Mrs. Crawley moved, seconded by Mrs. Hardy, to approve the form for documenting incidents and responses to minor infractions by all Caddo Parish schools, effective immediately, replacing any/all minor infraction forms currently in use to date, as recommended by the Discipline Review Committee and submitted in the mailout.* Mrs. Crawley stated that the issue came up last year that there was a lot of language in the minor infraction form that was also in the Discipline Book and it was confusing. She explained that Dr. Dawkins met with the group in its initial meeting and stated that he wants everyone on the same page, something computerized, so everyone puts in the same information. Mrs. Crawley reported that the committee worked very hard and there was a good representation of the Discipline Committee at its meeting on Wednesday, at which time they critiqued and made some minor changes to come up with what is being recommended to the board. Ms. Phelps asked if this had anything to do with Dr. March or is it just Caddo? Mrs. Crawley explained this is the State with the schoolwide positive behavior which we went into about four years ago. She said Dr. March is CAP; however, it is an effort to decrease suspension and expulsions, and does not have anything to do with Caddo's discipline book, but classroom management. Mr. Abrams explained it will collect and provide data and help when students are being suspended for minor infractions; and while the form is a form, there should be a computer screen once implemented. Ms. Phelps asked Felicia O'Neal about

the form and her question about the state's plan where a school is providing this information to the state based on the school building. She asked if anyone is aware of the school randomly selected to handle this information? Dr. Barzanna White clarified that we have been under Act 1225 since 2004 which is the juvenile justice reform act and in the middle of that document, it relates to schools and positive behavioral support. She said what is confusing is that all schools should have been doing this because it is mandated; and now with the CAP, we not only have state reporting requirements, but we also have reporting requirements related to the Corrective Action Plan. Ms. Phelps asked about those schools who have been randomly selected. Dr. White said they can be monitored via consolidated monitoring which is what they have been doing for years meaning they can come in via academics, but they can also ask for suicide prevention, bullying prevention, character ed, Act 171, PBS, or suspensions and referrals. She added there are some state reporting requirements that she has discussed with all administrators; and in addition to consolidated monitoring, we also have desktop monitoring which means all administrators will get a two-hour window where they can electronically submit documents related to PBS. Ms. Phelps said she asked this question because she was aware of a school who was getting this information together for the state and it is a school that basically has no behavior problems, thus her concern as to how the schools were selected. Mrs. Crawford announced Mr. Rachal left the meeting due to a speaking engagement. *Vote on the motion carried unanimously.*

### **APPROVAL OF OPTION FOR LOUISIANA TEACHER ASSISTANCE AND ASSESSMENT PROGRAM (LaTAAP)**

*Mrs. Bell moved, seconded by Mr. Ramsey, to approve Option 2 for the Louisiana Teacher Assistance and Assessment Program (LaTAAP) for 2009-10 as recommended by staff and submitted in the mailout.* Mrs. Bell stated she is upset that the state would take money when they say we need certified teachers, but she believes this is what is needed and supports helping the teachers. Ms. Phelps stated she has received calls from some teachers and asked staff that when we get new teachers with certification that we do everything we can to assist them in employment issues, because we have had teachers who have been discouraged about the process once they get certification. *Vote on the motion carried unanimously.*

### **GROUP INSURANCE CONTRACTS EFFECTIVE APRIL 1, 2010**

Dr. Dawkins explained that this item is under action items, but it is in fact a two-year agreement and this is the second year and does not need board action. He said if any board members have questions, Mr. Watson is available to answer them. Since there is not a motion on the floor, the item was moved to Unfinished Business in order for board members to ask questions.

### **APPEAL MOU STATUS FOR THOSE SIX SCHOOLS RECENTLY RELEASED FROM AU STATUS**

*Ms. Phelps moved, seconded by Mrs. Crawley, that the attorney begin the legal process to address Caddo's removal from the MOU regarding the schools that have been released from the AU status and that he seeks all measures possible.* Ms. Phelps stated that we are not under the MOUs with the schools that have been released and those contractual agreements and fees that have been paid, she believes it is time to be pro-active and aggressive in being removed from the MOU. Mrs. Crawley asked if the motion needs to be amended to just say the board wants to proceed with action rather than get the attorney to proceed. Mr. Abrams explained that unless a law suit is being filed, it is not attorney action, but it is the action of the board to request that the schools be released from the MOU and an appeal is made to BESE. Ms. Phelps stated that since the attorney was involved in the MOUs, she wants the attorney to be involved in this. Mrs. Bell stated she can support the motion to save some money, but she still wants to keep the motivation and guidelines in place because she wants to stay out of AU status. Ms. Priest stated that she doesn't like the idea of having to pay money to the state department for the services they provide, but she too wants to keep the momentum and high expectations at these schools as a result of The Caddo Plan. Dr. Dawkins assured the board that staff plans on doing this. *Vote on the motion carried unanimously.*

### **SUPERINTENDENT'S REPORT**

Dr. Dawkins announced that he met with President Crawford and is proposing September 29<sup>th</sup> at 4:30 for a special work session this month. He explained that this special work session will

focus on instruction and all programs in the instructional effort to increase student achievement. The superintendent explained that he believes these special work sessions will provide opportunity for in depth discussions on major issues.

Dr. Dawkins stated that he has been approached by many people from outside the organization regarding support of our schools and there is the possibility that an opportunity for approximately \$1.3-\$1.4 million will be brought for the board's consideration in October.

The superintendent announced that the United Way kickoff breakfast will be on October 1<sup>st</sup>. Individual packets are at board member's station and additional information will be forthcoming as to the location for the breakfast.

Superintendent Dawkins also announced that the Rotary Club is sponsoring a Dragon Boat Race on the river with the proceeds being presented to the school district.

## **ANNOUNCEMENTS AND REQUESTS**

Ms. Phelps stated that she has had concerns expressed about the action Caddo took regarding the President's Speech by sending letters home to parents, and for the record Ms. Phelps stated that this was not a board action, but an administrative call, and obviously many of them would have had a difference of opinion of how this was handled, and she may have been one of those. She said anytime we have someone who encourages our students in education, we need to hear them. Ms. Phelps stated that her calls were asking why did they get such a note because we have Channel 1 news everyday and notes are not sent home, etc., and she believes we are sending mixed signals and we need to be very careful as far as what we pick and choose to send out. Dr. Dawkins clarified that the letter that went out to parents was very clear and that he decided first that the speech would be shown, and secondly, parents were given the option as to whether or not their children watched the speech, the same as is done with sex education. He added that other districts decided not to show the speech or left it up to other people, and Caddo decided to show it.

Ms. Phelps thanked staff for the assistance with the Louisiana School Boards Association meeting held in Caddo last week. Ms. Phelps left the meeting at approximately 6:15 p.m.

Mrs. Bell expressed appreciation to Superintendent Dawkins and administrators from District 12 schools and to West Peak for conducting the 2<sup>nd</sup> annual forum in District 12.

Mr. Ramsey stated that at the master planning meeting at Southwood High School on Monday evening part of the conversation reverted to possibly having some of our high school students involved in a similar focus group type meeting and he committed to bring this idea to the superintendent. Dr. Dawkins responded that he will share this with the advisory committee as the consultants from Boston want ideas of ways to get students involved in this process.

Ms. Priest requested that staff provide her with a staffing formula or a breakout of the pupil teacher ratio by classroom for the schools in District 7. Ms. Priest said that she knows we are making great gains, and we need to continue to make gains; but she believes there are some classroom size discrepancies that need addressing. Other board members requested the same information for their schools.

Mr. Riall stated that concerning the comments and concerns expressed about transportation for Oil City during the visitors section on the agenda, he knows the superintendent and Mr. Travers are working on this matter and he believes this is a different scenario than is seen in town, because there are no street lights, no sidewalks, etc. and there are many who live in rural areas that do not have vehicles. He expressed his appreciation for the superintendent and staff's efforts to resolve this problem as soon as possible.

Mrs. Crawley asked, since October 6<sup>th</sup> is National Night Out and also a board meeting night, if board members would be mindful of this so board members can attend this function in their districts. Mrs. Crawford announced she will poll the board about possibly starting earlier than 4:30 p.m.

Mrs. Crawley also asked that every school by staff have a true understanding of the new management minor form and its purpose. Mrs. Crawley stated that based on reports she has received, she does not believe schools are following the correct pupil teacher ratio and asked that staff follow up on this. Dr. Dawkins reported that staff is looking at these numbers and movements have been made this week. He added that staff will continue to monitor this and make appropriate adjustments.

#### **EXECUTIVE SESSION**

*Ms. Priest moved, seconded by Mrs. Hardy, to approve staff's recommendation for R.S., D.C., and M.B. as parents are in agreement with the staff's recommendation. Vote on the motion carried unanimously.*

**Adjournment.** *Mr. Burton moved, seconded by Mrs. Hardy, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 6:27 p.m.*

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita Crawford, President



**September 29, 2009**

The **Caddo Parish School Board (CPSB)** held a special work session in its office at 1961 Midway, Shreveport, Louisiana at 4:30 p.m. on Tuesday, September 29, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Willie D. Burton, Charlotte Crawley, Lola B. May, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Gerald D. Dawkins and Attorney Reginald Abrams. Mrs. Bell led the prayer and Pledge of Allegiance.

## **INSTRUCTIONAL PRESENTATION**

Superintendent Dawkins stated that instruction is the core of the teaching and learning process and is the most important work that we perform on a daily basis and the one area of work that is essential to all that we do. With several board members having asked specific questions about the instructional processes, programs, practices, funding, etc., staff is today bringing an overview of the District's Instructional Program. Dr. Dawkins stated that the Instructional Program represents the second largest expenditure in the budget at about \$116 million for resources, books and materials to support Caddo's children. He also stated that it is his intent to utilize the data from the presentation to begin to build a balanced scorecard that can be used to report to the board the status of our most important work on a monthly basis. Dr. Dawkins also stated that he will be asking the board president to allow him to schedule some additional worksessions such as the one tonight so that areas such as finance, special education, discipline issues, attendance, facilities, and board policies can be addressed, because only when we lay out our current state in totality will we be able to really begin to address issues that confront our children and our schools. He expressed appreciation to the board for making the time to engage in this dialogue and assured the board that we will continue to address the needs of the District very directly with the needs of the children always being the guide.

Mrs. Antionette Turner, chief academic officer, stated that the goal of Caddo's Instructional Program is to graduate world class students who are able to compete in a global society. She said in order to fulfill that goal and advance the academic achievement of Caddo's students, there are critical components of the instructional program in place, the first of which is the Louisiana Comprehensive Curriculum which ensures alignment among instruction, content and assessment; because when standards, assessments, classroom practice and content are all aligned, then student achievement will rise. She added the Louisiana Comprehensive Curriculum is the essential curriculum taught in all of our schools and building personnel have received training in the implementation of this curriculum. Mrs. Turner stated that teaching and learning should be the driving force in all our schools if we are to achieve our goal of providing high quality educational opportunities for Caddo's students. As we increase student learning and hold our students, teachers and administrators to higher standards, it is also critical that we provide training, and there has never before been a greater need for high quality professional development to ensure that the programs to be presented tonight are implemented with fidelity.

Wanda Gunn, assistant superintendent of academic affairs, announced to the board that the Louisiana Comprehensive Curriculum is available in totality via the Louisiana State Department of Education website. The documents that Caddo's teachers use to guide instruction on a daily basis were also shared with board members. Mrs. Gunn stated that while the Comprehensive Curriculum is the basis for daily classroom instruction, the district also provides enhancements as well as support for the teachers and administrators. The enhancements at the district level, building level, and classroom level include personnel as well as necessary instructional materials; because staff knows in order for students to advance academically, the instructional program must be everyone's priority. Mrs. Gunn stated that what happens every day in every classroom with every student is what really matters, and this means that the grade level expectations must be taught with fidelity, as it is designed and written, and they must be taught with rigor, to the highest level of thinking and the highest level of difficulty. Mrs. Gunn added that this is true because the statewide assessment is built from the GLE with the state giving the test contractors the Comprehensive Curriculum with the GLEs and that is where the tests come from. Mrs. Gunn explained that staff will be sharing with the board components of the makeup of the Instructional Program and the academic support. Assistant Superintendent Gunn stated that to make sure that this is a success, it is necessary to first look at the data and announced that in Rosemary Woodard's absence, Dr. Lila Finney would present this information.

Dr. Lila Finney shared with the board an overview of the 2008 School Performance Scores (SPS), graduation rates, and summer school completion rates, which is the current most available data, and explained that the 2009 data is scheduled to be released on September 30, 2009. The information highlighted included a list of schools in 2008 whose SPS is above 100; schools whose SPS is above 90; as well as schools whose SPS is above 80, 70, and 60. Dr. Finney also announced that Caddo has fourteen schools with SPS above 100. Dr. Finney also explained that the State Department is looking at the possibility of implementing legislation which will give each alternative school their own school performance score and not route the scores back to the home schools, and she noted the challenges that will be required. Another change being discussed is increasing the minimum SPS from 60 to 80, and if this happens in Caddo, there will be 39 schools capable of being taken over by the state.

Dr. Finney reported to the board on the numbers relative to the four-year cohort graduation percentages provided by the state and how each high school can help us achieve success through increasing graduation rates. LEAP data from the spring testing for 2006 to present, explaining the percent of 4<sup>th</sup> and 8<sup>th</sup> grade students who are at Basic and Above for the years 2006 to 2009 was also presented. She also shared with the board members the results of summer testing for the period of 2006-2009, and reported that staff is currently analyzing the data as to where staff needs to work to be more efficient and students performing better, noting that due to the Caddo Parish's calendar, we were only able to offer half the summer school days as have been offered in the past and shared comparison results of Caddo, East Baton Rouge and Jefferson Parishes.

Mrs. Gunn stated that in looking at the data and seeing that 26 of Caddo's schools were falling into a category where they could possibly ease into academically unacceptable status, staff looked at research and programs and processes that could possibly help us turn these numbers around, i.e. Oklahoma who uses the Target Teach process and was able to get 23 of their 25 schools off the AU list. Currently, that district has all 90 of their schools using this process, which is a model that teaches that if you align the curriculum and fill in the gap between what the textbooks and other resources provide in order to reach the GLE, we will be more likely to be successful. Mrs. Gunn said this was used last year with the coaching aspect and did not have the alignment; however, now that it is aligned, staff believes that this is the key. She explained that strategic lessons were created specifically for Caddo schools based on our data and the GLEs (Grade Level Expectations), focused in mathematics and English Language Arts and these detailed lessons include the expectations, the objectives, skills, prerequisites and the enrichment practice that is necessary. Mrs. Gunn explained that the Target fundamental lessons support the target strategy lesson by working with the students to give them the extra help they may need. Mrs. Gunn also shared with the board the successes of the classroom coaches who have been successful across the nation and use their experience and knowledge in working with the teachers on a daily basis. Mrs. Gunn reported to the board on districts across the nation that have used this process and the success stories they have experienced, i.e. North Carolina, Oklahoma, Georgia, Illinois and Louisiana in raising student achievement, and that Caddo has coaches in 27 of its schools.

Shannon Wall (Donnie Bickham) and Travis Smith (Lakeshore) shared with the board their experiences with Target Teach and how this process gave teachers the support, resources, plan, script, virtually everything they needed at their disposal so they did not have to spend hours at home doing the work and helping to meet their Target Teach goals.

Regarding graduation numbers, Barry Rachal asked staff to clarify whether or not the number graduating being less than the number beginning in the 9<sup>th</sup> grade and if it accounts for any students that may have transferred? The superintendent responded that transfers (those who move or may go for their GED) are not considered; and if they transfer from one Caddo school to another Caddo school, they are counted at the school they transfer to. Mr. Rachal asked if any rationale has been received relative to raising the SPS to 80? Dr. Dawkins responded that at the State Superintendent's Retreat, it was reported by the State Superintendent that this number had not been determined, but that it was being considered, and the question was also asked why the jump from 60 to 80 and not 70. Mrs. Gunn also added that the number of 85 is also being discussed since the state average is 85.

Mrs. Bell stated that Target Teach is the program observed in Little Rock and asked Mrs. Gunn when did this begin? Mrs. Gunn verified and explained that the coaching began last year in 16 of Caddo's schools; however, staff did not have the alignment of the curriculum at that time,

which is what really makes the difference. Mrs. Bell stated how impressed they were when observing this process in Little Rock schools and that she will be looking at all the scores. She also noted the scores for the RSD and that Caddo's schools' scores were higher than these. Dr. Dawkins clarified that Target Teach is not in all schools and only began this past spring and some in the summer. He said staff is optimistic and believes the real results will be seen at the end of the school year.

Mr. Ramsey referenced numbers mentioned and asked if there are any independent outside research companies that have data related to Target Teach. Mrs. Gunn responded the University of Arizona. He also stated that one can go to the State Department's website under Literacy and Numeracy and obtain a lot of information, and one of the items he received was that there is not enough data or information to determine the success level of Target Teach. He added it is also his opinion that typically anytime you go into a low-performing school and saturate it, if it doesn't improve, some may need to be run off and cited Oak Park as an example. Mrs. Gunn responded that staff is not saying any one thing brings scores up. Mr. Ramsey asked if staff is saying that all the scores expounded on were as a result of Target Teach? Mrs. Gunn stated that their scores increased accordingly when they implemented Target Teach. Mr. Ramsey asked if Target Teach is part of the core curriculum? Mrs. Gunn responded Target Teach is a part of the core curriculum, that our curriculum is the Comprehensive Curriculum and we target the GLEs and Target Teach complements teaching the GLEs. Mr. Ramsey asked if Target Teach is allowed to be used during core curriculum instruction time? Mrs. Gunn said it is, but with the Reading First model, since dollars were received from the Federal Government through a grant, this is used first before Target Teach. Mr. Ramsey stated that he believes this is contradictory to information he has received, and asked Mrs. Gunn the source of the data presented? Mrs. Gunn explained it was some of the different school districts and the University of Arizona, and she can pull additional information possibly from Little Rock to see what their data shows. Mr. Ramsey asked about the data sheet on the 4<sup>th</sup> Grade Summer testing (2006-present) and if the Target Teach implemented in 2009 was used during Summer School, noting the drop in the scores? Mrs. Gunn reminded Mr. Ramsey that Caddo had fewer days for summer remediation this past summer and explained that when the district did bridging, as was done in 2006, it doesn't work because you don't have the concentration with the individual student, but all the students. However, Mrs. Gunn explained with the fewer days, bridging had to be used in order to reach the 100 hours in both mathematics and ELA. Mr. Ramsey asked if Caddo has done bridging in the past? Mrs. Gunn responded in 2006 and noted the drop in the scores, clarifying that bridging is in the spring and anytime we do bridging across the grades (4 and 8) and we don't have the small teacher pupil ratio to do it, we can't make as much progress in bridging, yet it counts as part of the summer remediation hours. Mr. Ramsey asked staff when did the State Department approve the program for the core curriculum? Mrs. Gunn responded that the State Department does not have to approve every supplemental resource the District uses. She further added that we are approved to do the Comprehensive Curriculum with the Grade Level Expectations; but they do not have to approve everything that the District puts into place, that's a local decision. Mr. Ramsey asked if there is not certain criteria the District must adhere in the core curriculum and is this used more as a filler? Mrs. Gunn responded that this is used when a teacher is teaching the GLEs and her class, or part of the class, is not getting it so she can use this to teach the lesson to assist those students with a scripted lesson and resources to try and reach them. Mr. Ramsey asked if what he is hearing is this has been approved? Mrs. Gunn said the board approved it. Mr. Ramsey said there are certain things you cannot use within the core curriculum. Mrs. Gunn explained that the District has all types of resources that are used with our core curriculum, i.e. teachers go off and buy their own supplies with their M & S allotment. Mr. Ramsey asked if everything Target Teach has addresses the GLE? Mrs. Gunn responded it does. Mr. Ramsey asked staff to explain how often do classroom coaches come? Mrs. Gunn responded that we have 900 days of classroom coaches and they conducted the first assessment of all students in all 27 schools and they look at these assessments with the administration and the teachers and then work with the teachers in the classroom to show them what needs to be done and how. She added there are coaching days for every teacher, for 2.5 days.

Destination Success, a DVD highlighting a compilation of the District's programs and work that occurs on a daily basis in the schools, was shared with the board members. Programs highlighted included the Comprehensive Curriculum, benchmarks and grade level expectations), SILK, Compass Learning, Louisiana Virtual School, Read 180, Fastt Math, Go Resolve, Math, Science and Technology, EAST, Biotechnology Program, RTI (Response to Intervention), TransMath, Language Explanation Mark, Target Teach, Insuring Literacy for All, extended day,

textbooks, preK, kindergarten, libraries, enrichment, Dual Enrollment, JROTC, Gateway, Discoveries and Talented Arts; foreign language, art, music, and physical education.

Dr. Dawkins expressed that he hopes this overview of the programs in Caddo's Instructional Program has given the board members a complete picture of the programs in operation in Caddo serving our students. He expressed his appreciation to staff members, including school level staff, for their work in preparing this presentation.

The following staff members shared with the board information on their specific areas as follows: Felicia O'Neal, Caddo's Special Education Department; Janis Parker, Title I; Roy Thomas, Block Scheduling; and Diane Atkins and Gayle Flowers, Overage and Transition Opportunities. Staff members highlighted the many programs in place in each of these areas that staff is using to help Caddo's students succeed.

Following presentations by staff, Superintendent Dawkins recognized and expressed his appreciation to the Central Office instructional staff for their efforts in the support they offer to the school buildings each and every day. Dr. Dawkins added that this presentation was brought to the board so we can begin to look at what is working well and what may not. He said Caddo has a full-service, comprehensive school district that is trying to meet the needs of all of its children and where we fall short of this, staff is working hard to make sure that success happens. He announced that the next time the board meets for a work session, he will bring information on finance or another area so everyone has the same information. President Crawford opened the meeting for questions from board members and the following discussion ensued.

Mr. Riall asked staff about the alternative schools and the possibility of offering Choice, and will students with behavior problems have this opportunity? Diane Atkins responded that as reported, the state is considering, and in Caddo, the board has funded alternative schools for over 40 years and it has always addressed behavior. However, staff has always used this as a multiple offering when looking at, for example, TAPSIS, P.M., Adult Education Program in schools. Regarding Target Teach, Mr. Riall asked for confirmation that Target Teach begins in middle schools? Mrs. Gunn responded that Caddo has Target Teach in 27 schools, schools at all levels. Mr. Riall asked about iLeap data and the pattern of going from an 80% success rate at the 4<sup>th</sup> grade level, yet we drop about 12% at the 8<sup>th</sup> grade. Mr. Riall said in his experience of helping his grandchild, he noted the pattern between the 1<sup>st</sup> and 4<sup>th</sup> grade of having a very targeted program; however, when they get to the 5<sup>th</sup> grade, they drop down and struggle to catch up. He asked if there are any programs at the 5<sup>th</sup> grade level to help the students? Dr. Dawkins responded that the transition years (5<sup>th</sup> grade) are very important years and staff is concerned not only about the academic piece, but also the emotional and development as well. He said as staff attempts to strengthen what we do in the core curriculum, we are also looking at strengthening from a behavior standpoint as well. He said he believes Target Teach will strengthen classroom delivery as we move forward.

Mrs. May expressed her appreciation to staff for the presentation and encouraged them to keep up the good work.

Mrs. Bell stated how great she thought everyone's presentation was and how important it is that members of the board are aware and knowledgeable of what is going on in the classrooms in the district. She thanked the Superintendent for bringing a solution to the overage problem in the district and encouraged the staff to continue doing what needs to be done.

Mrs. Crawley asked about Title I money going to Choice students? Mrs. Parker explained that before any money can be allocated to a school, there are set asides that must be taken from the top and Choice is one of those set asides. The money is put aside for transportation for Choice students. Mrs. Crawley asked about using instructional money for this? Mrs. Parker explained that SES money is also taken off the top. Mrs. Crawley asked for further clarification on the spring testing and what Mr. Ramsey referenced with the summer testing. Mrs. Gunn stated that part of it has to do with the fact that there were a fewer number of days for summer remediation instruction and also there are different groups of students from year to year. Mrs. Crawley said that is not what she is saying, because when one is looking at the information, it looks like they performed a little better when you combine the spring and summer; however, when you look at just the summer, everything, looks dreadful. Mrs. Gunn added that the District always sees the highest percentage of passage in the spring, and the students in the summer, who didn't

originally pass, are the hardest to reach. Mrs. Crawley asked if more students passed this past spring than the year prior? Mrs. Gunn noted the comparisons on the charts provided. Dr. Dawkins noted the summer results from 2006 to 2009 and the fact that none of the numbers are exciting. Mrs. Crawley said she is trying to explain that while we had good scores in the spring, does it not mean there would be a harder time in the summer.

Ms. Priest thanked Dr. Dawkins and the staff for providing this comprehensive overview of the District. Relative to textbook adoptions, Ms. Priest asked the superintendent if we are looking more at e-textbooks? Dr. Dawkins responded he is scheduled to meet with the state about these issues. Ms. Priest asked the superintendent and staff why would we wait until a student fails three grades in Algebra before we address the student's needs? Mrs. Gunn stated that the response through intervention is what staff will begin at the pre-K and K levels in an effort to address these needs. Ms. Priest asked about tangible electives for 8<sup>th</sup> graders? Mrs. Flowers responded that one of the programs the board has helped to fund is career labs. Ms. Priest also asked about the graduation rates at Booker T. Washington and what is happening for the graduation rate to be at 49%. Dr. Dawkins explained that all the target schools are 49 or 50 and as these schools are revamped, staff looks forward to better graduation rates. Ms. Priest asked if one-on-one counseling with the student and the counselor is taking place. Dr. Dawkins explained that they are certainly zeroing in on the students and what it will take to keep them there, and that with the state setting an 80% graduation goal, and he expects to get 90%, we expect it to do everything possible starting with the transition and giving them success stories.

Mrs. Armstrong asked Mrs. Flowers if we will be able to expand the elective offerings at Hosston. Mrs. Flowers stated that it depends on staffing and demand. Mrs. Armstrong also commented on the 4 x 4 block program and Mr. Thomas' comment that it has to be appropriately staffed. She said this has been an uphill battle for several years at Southwood and the need for Caddo to be on board and ready to make this a success is crucial. She said we do want this to be a win-win situation for the students and again expressed her appreciation to the Superintendent and staff for this comprehensive presentation.

Mr. Riall noted the regular publication in The Times on the attendance records and specifically those schools that recently came out of AU status and the fact that the absenteeism at these six schools went from double digits to the lower single digits.

Mrs. Crawford asked Mrs. Parker to identify a parental activity that the school board does as it relates to what is required in the MOUS and Title I programs. Mrs. Parker stated that last Saturday, Title I hosted a back-to-school program for approximately 300 parents. She said staff does everything possible to get parents to attend and be involved from providing child care, snacks for the children and the parents; and the major activities are back-to-school, the 4<sup>th</sup> and 8<sup>th</sup> grade Leap workshops, working with teachers in the schools to help them understand working with parents, and the Parent Resource Center. Mrs. Crawford asked if the PTA has been used as a resource to help engage parents? Mrs. Parker explained that the PTA is not active in many of the Title I schools and staff is working to increase the involvement. Mrs. Crawford stated that she believes if the District PTA is used it would be possible to do some other things. Mrs. Parker added that the individual schools do some things on their own with some of their Title I funds, i.e. reading nights, math nights, etc. Dr. Dawkins recommended that the 4<sup>th</sup> grade parent help night for the Leap and parents are given materials to take home to help the students and staff will provide the dates to board members for these activities. Mrs. Crawford asked Mr. Thomas about the Block Schedule and how will students make the extra credit up since we aren't starting it this school year? Mr. Thomas explained that given the four years they will be in high school they will have additional opportunities to get the required credits. Mrs. Crawford also stated that relative to the graduation rate, she believes it is awful for it to count against the school if a student chooses Choice. Dr. Dawkins explained that some states track students who move to another school or state and give them credit, but obviously that is not what is happening here.

**Adjournment.** *Ms. Priest moved, seconded by Mrs. Bell, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 6:42 p.m.*

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita Crawford, President

**October 6, 2009**

The **Executive Committee** of the Caddo Parish School Board (CPSB) met in regular session in its office at 1961 Midway Street, Shreveport, Louisiana, at 3:30 p.m. on Tuesday, October 6, 2009 with President Bonita Crawford presiding and Lillian Priest and Charlotte Crawley present being a quorum. Other school board members present were Steve Riall, Eursla D. Hardy, Willie Burton, Lola B. May, Tammy Phelps, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Secretary Dr. Gerald Dawkins, Legal Counsel Reginald Abrams, staff and other visitors. The prayer and Pledge of Allegiance were led by Steve Riall.

## **PRESENTATION**

Roy Murry, director of security, shared with the board a brief presentation on the Fight Diversion Program, a collaborative effort between the Caddo Parish School Board and the Volunteers for Youth Justice (VYJ) designed to address the dynamics that lead to violent behavior causing school fights with a goal to reduce the recidivism rate of school fighters. He said the program is based on the violence prevention program the VYJ developed for dealing with youth that were adjudicated by the court system, and it was adjusted to meet the needs of the Caddo Parish School System. He said it has proven to be a success by providing early intervention services to combat anti-social behaviors such as school fighting. Mr. Murry reported that since the inception of the School Fight Diversion Program, it has served over 1,000 students in Caddo Parish, and is offered to every first-time fighter in Caddo's middle and high schools; and since repeat suspensions make up approximately 67% of the suspensions in Caddo Parish, the goal of the Fight Diversion Program is to reduce the repeat fighting by addressing the dynamics that lead to fighting. He explained that a student involved in a fight is suspended for three to five days and is arrested and charged with disturbing the peace; and since, according to Caddo's Discipline Policy, the arrest is not mandatory, we do have schools that are just suspending the three to five days, and are recommending the Fight Diversion Program. Mr. Murry explained that the assistant principal contacts the parent of the offending student and they are given the option of attending the School Fight Diversion Program; and by attending the program, parents agree to pay a \$50 fee to attend the worksession and the fees are used to help fund the program; however, if parents are unable to pay the required fees, arrangements can be made. He added that parents must also agree to attend the last two hours of the workshop. He explained that the workshop is usually scheduled the next business day and those students who successfully complete the workshop can return to school the next day and the remaining out of school suspension days are converted to in-school suspension days. Mr. Murry explained that since we do have 17 year olds, a notice is sent to the appropriate court of successful completion and the court will then dismiss the charges. If a student fails to attend the assigned workshop, they must serve out the entire suspension and the arrest remains in effect. Mr. Murry reported that the program consists of a six-hour workshop educating students on how to avoid conflict that may escalate into physical violence, and the curriculum covers conflict resolution, self esteem, diversity, effective communication, bullying, and how the media affects the behavior of students. VYJ reinforces the sessions by providing after-care follow-up by visiting the students at their schools.

Mr. Murry explained that it is important to participate in the School Fight Diversion Program because upon completion, and pending the charges are dismissed and no court appearance is required, it reduces school absences, students learn policy methods for dealing with conflict, anger and violence; parents have the opportunity to participate in this learning experience, and follow-up services are available to the youth at no additional cost. Mr. Murry also highlighted the successes seen in the high schools and the middle schools in the improved recidivism rates for the past three years, and reported on the number of schools participating as well as the number of students that were referred, participated, completed and/or did not participate in the program. Testimonials from some of the parents whose children participated in the program were also shared.

Mr. Murry reported that the program is housed at Broadmoor this year after being housed for four years at Bethune, and the change was made due to a space issue at Bethune with the return of the 6<sup>th</sup> grade students to Bethune. He announced that the CPSB last school year invested \$50,000 for the program and \$50,000 has been budgeted for this school year, due to a loss of grant funding from the State to the VYJ.

Mr. Riall stated that when he was in school, if you had a fight, someone went to the flag pole and someone got a bloody lip or nose and it was over with, so he would like to know how severe are the fights being talked about? Mr. Murry explained that there was a period of time when there were large numbers of fights and in middle school it is disruptive to the school environment, and suspension alone was not stopping the fights, so schools went to arresting the students. The courts then got upset because they thought we were trying to use the court system as the discipline arm of the school system, so both got together and came up with the Fight Diversion Program. He further explained that this provided an intervention with the behavior since suspension is not an intervention, but a punishment and it does not address the behavior of the fight. He said the Fight Diversion Program offers an intervention that addresses the dynamics of a fight and it appears to be successful by the stoppage of the second and third offenses.

Mrs. Bell asked what happens to the no-shows? Mr. Murry responded that a class is set up for them and when they don't show up, Mr. Duke, who monitors this, reports back to the school, at which time the suspension and the arrest stay in effect.

Ms. Priest asked about only 13 schools working with the VYJ? Mr. Murry responded that is correct within the first year. Ms. Priest asked if every school is participating now and Mr. Murry explained that directives have been sent to all the schools urging schools to participate and offer it, and he believes more of the schools are offering it. Ms. Priest said she has been informed that there are some schools that are not using it because they don't want to do the paperwork. Mr. Murry said there have been a number of schools that have come on board with the program and every attempt is made urging schools to use the program. Dr. Dawkins said staff will review this with the principals; however, the majority of our schools are participating because it is yielding great results. He also shared with the board a conversation with a parent that wishes we would make it mandatory because of the positive experience she had with the program.

Mrs. Crawley shared she is pleased with the program and asked about the percentage of students choosing not to participate and why? Mr. Murry responded that the biggest reason schools give is the fee and staff has expressed to the principals if that is the issue, to ask the parent to contact the Volunteers for Youth Justice because they are working with parents on this and will not turn anyone away who wants to go through the program. Mrs. Crawley asked about an assault or battery on an employee? Mr. Murry explained that even a simple battery on a student, the student will be charged with simple battery and not disturbing the peace for fighting. He also added that the only ones offered the Fight Diversion Program are students involved in a first offense fight.

Mrs. Crawford clarified that if they can't afford the \$50 fee, there is a program to assist them with the fee? Mr. Murry verified that all they need to do is follow the protocol and set up their scheduled meeting with the VYJ and they will discuss financial arrangements with them. Mr. Duke further explained that the VYJ has never turned down a child who wished to go through the program for financial reasons; and that if a student is on the free or reduced lunch program, the cost is automatically one-half.

## **ESTABLISH THE AGENDA AND CONSENT AGENDA FOR OCTOBER 20, 2009**

Dr. Dawkins highlighted items for the board's consideration on October 20, 2009 and the following discussion ensued.

**Update on Superintendent's Target Schools.** Dr. Dawkins announced that beginning in November the report on the Superintendent's Target Schools will be given by some of the principals so the board can get a feel for the work they are doing.

**Job Description Recommendations.** Superintendent Dawkins stated that as we begin the process of restructuring our communications and marketing department, he will bring for the board's consideration job description recommendations.

**Bids.** Ms. Priest asked staff to explain the \$40,000 for playground equipment for kindergarten and where it will be placed. Jeff Hudson, purchasing agent, explained that this bid is for kindergarten playground equipment for new kindergarten classrooms and we usually keep 10 to 15 kindergarten setups in the warehouse so as these classrooms are opened, they are available.

Dr. Dawkins stated that if Board members would like specific names, staff can provide that information, but the process is to keep so many in stock.

**General Fund Budget Revision Request.** The superintendent announced that Mr. Lee is available to answer questions relative to the requested revision to the General Fund budget. Mr. Ramsey noted the draw from the reserve set up for the AU schools and asked what amount is left? Mr. Lee responded that \$5 million was put away. Mrs. Bell asked if the charter schools have paid their bills? Mr. Lee responded they have been billed for the services provided and bills are not due yet. Mr. Abrams confirmed that we have not actually received the signed contracts to date. Mrs. Bell noted that we are already two months behind and asked if it will always be payment due in 15 days? Mr. Abrams explained that the bills come within 15 days of the end of the month, but there is a 30-day payout. Mrs. Bell asked when will they honor the contract because it has been 3-4 months? Mr. Abrams responded that the bills have been mailed and they have been put on notice that they pay their bills timely or we will request from the State Department to terminate services. Mrs. Bell also stated that the charter schools have indicated they desire the Fight Diversion Program to be available to them and asked staff to clarify that this is a Caddo program. Mr. Abrams responded that the Fight Diversion Program is a court program and he would assume they would be a part of that. Dr. Dawkins explained that we do not have any control over what the court does; however, if they come to our facility, there is a charge. Mrs. Bell also announced that she will be bringing a motion regarding special needs students at the charters.

Regarding finance and set asides, Mrs. Crawley asked if Caddo has money set aside for laptops? Dr. Dawkins responded that staff presented to the board a plan for laptops in the technology plan, but a decision was made to wait until the Facilities Study is complete. He said there is some money set aside that includes money for some laptops. Mrs. Crawley stated that it is confusing and teachers continue to talk about it. She asked if the laptops will stay at the schools? Dr. Dawkins said the major proposal is for every child starting in the 4<sup>th</sup> grade to have laptops. Mrs. Crawley asked if those at the school stay at the school, and Dr. Dawkins responded that is correct, and that we do not have a district-wide check-out computer system. Mrs. Crawley asked about an approximate cost for this plan? Dr. Dawkins responded that it is in the neighborhood of \$25 million and this is what we hope for one day.

Mrs. Crawford asked Mr. Lee to explain the nurses and the trust fund monies and where it is coming from? Mr. Lee explained that the board approved setting aside \$5 million a couple of years ago and each year when we receive the retiree growth subsidy money, which is usually approximately \$1 million, this is placed in a reserve fund. Once this item is approved by the board, a trust will be set up and it will be taken out of the reserve and put in the trust. Mrs. Crawford asked if this will come from the \$19 million? Mr. Lee explained that the \$19 million on the second page is what we started with and what we anticipated the ending balance in June and everything the board has approved and what's on the agenda for the 20<sup>th</sup> is what brings the balance to \$19 million.

**OPED Trust Fund.** Dr. Dawkins explained that this is the second phase of the board approved trust fund.

**Request for Bookkeeper for ARRA Reporting.** The superintendent explained that this request is for a two-year bookkeeper position for assistance in tracking and reporting the stimulus money.

**Foreign Language On-line Program Pilot.** Superintendent Dawkins explained that one of the pillars for moving all students forward was foreign language opportunities for children beginning in Kindergarten. He stated that this program will be piloted in 10 or 11 schools to see how it works because it is the goal to give all Caddo students a foreign language experience. Mrs. Armstrong asked if this will be the foreign language first course? Leisa Edwards explained that this pilot is for exposure in the Kindergarten and 1<sup>st</sup> grade. Mrs. Crawford asked if this program will take the place of the teachers we have now? Mrs. Edwards said that it does not. Dr. Dawkins added that this is an attempt to offer to every child in the district a foreign language experience. Mr. Riall asked staff if the \$107,945 for one year matters how many students are enrolled and is this a one-time fee? Mrs. Edwards explained that this gives every student and teacher a code and they can access at school, home or library, and we will also purchase 30 headsets for each lab for those schools listed, and as schools are added, the contract will be



renegotiated. Mrs. Crawford shared with the board a program in Calcasieu Parish and the excellent opportunity for students at the younger levels to be exposed to a foreign language. Mrs. Edwards also pointed out that to get TOPS funds for college, one of the requirements is to have two years of a foreign language, and reported that Spanish is being offered at West Shreveport and next year it will be offered at J. S. Clark so when they go into the 6<sup>th</sup> grade they can continue the experience. Mr. Rachal asked for clarification and that the funds will come from the Rosetta Stone licensed agreement? Mrs. Edwards explained that it's a line item in the General Fund budget.

**Approval of Addendum to DVK Enterprises Contract and PepsiAmericas Contract with CPSB for Lee Hedges Stadium.** Mr. Abrams explained that the board previously approved the DVK Enterprise Contract for the concession area at Lee Hedges Stadium. Since the renovations at the stadium, Mr. Carter has approached Pepsi and Coca-Cola concerning being an exclusive sponsor for exclusive use of their products at the facility. In turn, Mr. Carter was attempting to get a scoreboard to go with the newly renovated stadium. Mr. Abrams stated that Pepsi has agreed to pay \$35,000 up front with a five-year contract, and in addition to using Pepsi Products, we would get a \$5 rebate per case that would go to the Caddo Parish School Board. Additionally, Mr. Abrams explained that because we have a concessionaire, we must also make certain the concessionaire is on board with the agreement since he is not tied to a particular type product. He further explained that the contract with Pepsi states that we must pay \$1.67 per soft drink, and sell them for \$2.00, thus we must change the contract with DVK Enterprises so the price can be increased to \$2.00 to cover the cost. This has been agreed to and Mr. Abrams stated that he will bring this back to the board, and even if the final detailed contract is not complete by the meeting on the 20<sup>th</sup>, he would like for the concept (\$35,000 up front and paid within 30 days of the signs being placed, change in the pricing of drinks and the \$5.00 rebate) to be considered at the next meeting. Regarding any extra money, Mr. Abrams suggested that it would go into a fund just for Lee Hedges Stadium. He explained that someone mentioned that a scoreboard would be approximately \$22,000, and would need to go out for bid, and that the excess would go into a fund for Lee Hedges Stadium. Mrs. Crawley asked for clarification and that at the present time we do not have a limited agreement with what products are offered? Mr. Abrams responded that it only says soft drinks, because they also have chili dogs, corn dogs, chips, etc., but it's the soft drinks portion that is being amended. Mrs. Crawley asked if there was a competitive bid for this? Mr. Abrams responded there was and no one else bid. He said the one being referenced was just approved by the board to give DVK the same concession agreement and no one else bid on this. Mrs. Crawley asked for verification that everything was publicized and rules followed? Mr. Abrams stated that he did not see the publication, but he feels sure the rules for publicizing were followed. Mrs. Armstrong asked if it is correct that the sign will be placed prior to the receipt of the \$35,000 from Pepsi? Mr. Abrams responded that he can't say what sign, but he can answer yes because it says 30 days after the signage is placed, they will pay the \$35,000. Debbie Owen, account executive with PepsiAmericas, stated there was a bid submitted for Coca-Cola and Pepsi and Pepsi's bid was much higher and Alan Carter is recommending that Pepsi be the sponsor for the beverage. She said with DVK having the contract, it is necessary to have an agreement with them to also authorize taking on the Pepsi contract. She further stated that once the contract is approved by the school board, Pepsi will be able to cut the check for \$35,000. Mrs. Armstrong asked about negotiations for the scoreboard or is that a separate issue? Mr. Abrams explained that if the board decides it wants a new scoreboard, it would be bid; but if the board doesn't want or need a scoreboard at this time, the \$35,000 can be placed in an account. Mrs. Armstrong stated that since Lee Hedges is one of our premier stadiums, she believes getting a scoreboard needs to be considered. Mrs. Crawford requested that when this is done that the spotlights be adjusted so they are not shining in the houses adjacent to the stadium. Mr. Rachal stated that he believes he understands that we are basically getting \$35,000 and its exclusively PepsiAmerica? Mr. Abrams said it is the same as the other schools and Pepsi and Coca-Cola compete in order to have their logo and be exclusive at the schools. He added the agreements are typically three years, with a 2-year option, but this agreement is for five years if board-approved. He said the difference in this agreement is that it is not limited to the beverage requirement and sugar content, because it's not during the school day; however, there will be a provision if it is used during the school day, it must comply. Mr. Rachal asked where will the \$35,000 go? Mr. Abrams responded that if the board wishes, he would draft a memo that it will be utilized for the board to go for a bid for a scoreboard and any excess will go into a fund established for Lee Hedges stadium and the rebate dollars will also go into the fund for Lee Hedges Stadium. Mr. Rachal stated that he would favor that it be written to where the funds would be designated for Lee Hedges Stadium and then determine where the

funds should be used, since we are not sure there is a need for a new scoreboard at this time. Mr. Abrams said the motion can be worded so the funds are placed in a fund for Lee Hedges Stadium. Ms. Priest asked for an explanation of the statement that Pepsi was the highest bid. Mr. Abrams explained that Pepsi will pay more money to us. Mrs. Bell asked if these contracts have been done for all the stadiums? Mr. Abrams explained that agreements are at all the schools, and basically Coke and Pepsi compete against each other for placing their name and sponsorship at the school. Mrs. Bell asked if these other stadiums received a bonus like this? Mr. Abrams answered that they all differ depending on the school, how many attend the school sites, and they negotiate based on what the sales are. Mrs. Bell asked if it is being recommended that this money be put in a fund for Lee Hedges, is money also being placed in a fund for these other stadiums in Caddo? Mr. Abrams explained that it goes in the school's fund, but Lee Hedges has no school fund.

**Begin the Process to Name the Mooringsport Elementary School Library for Ms. Charlotte Latimer.** Mr. Riall stated that the staff at Mooringsport Elementary is asking that the board consider naming the school's library for Ms. Charlotte Latimer, the librarian at Mooringsport Elementary who recently lost a battle to cancer. Ms. Latimer was employed by Caddo Schools as the librarian for 27 years.

**Superintendent's Goals for 2009-2010.** Superintendent Dawkins highlighted the goals and objectives for 2009-2010 as follows: (1) Goal: Academic Achievement – Objective: Increase high school graduation rates by at least 10% and reduce to zero the number of schools that move to Academically Unacceptable status. (2) Goal: Complete a Facilities Study by May 2010 – Objective: Will include any plans for renovation, new construction, consolidation, closures, demolition, or sale or lease of property. (3) Goal: Communications and Marketing – Objective: Restructure and create a new communications and marketing department. (4) Goal: Strategic Plan – Objective: Engage citizens, students and employees in the educational visioning process to plan the educational focus for the next 20 years. He announced that during the early part of December a compressed process will be held to allow us to look at our education program as we move forward and this information will be paired with the Facilities Study, which together will give a clear picture of our instructional goals and vision for the next 20 years and will also provide what is needed to supply this. (5) Goal: Parental Involvement – Objective: Refocus parental involvement activities in schools to ensure more and different parent engagements at schools and on a district level.

**KidMed Budget/Nurses Salaries.** Dr. Dawkins announced that this is a proposal for the board's consideration to maintain four nurses that have been partially funded through Medicaid reimbursements over the years. With this process not yielding as much as it has in the past, and in light of all the health issues faced by our students today, staff is asking the board to maintain these four positions. He added staff will continue to look for partnerships in our local medical community to see if it's possible to add more, in addition to hopefully add some additional health clinics at some of schools. Mrs. Armstrong asked for clarification and that this request is to maintain the four nurses, and Mr. Lee responded it is. Mr. Lee responded that we presently have 14 nurses paid from the General Fund and this would add the four additional nurses that are presently paid out of the KidMed fund for a total of 18 nurses. She asked if the 14 nurses cover the entire parish. Mr. Lee responded that Dr. Salinas would need to respond to that question. Mrs. Armstrong also commented on something she recently heard regarding the use of "First Responders" and in those instances where we can't afford nurses and some of the like positions are filled with first responders to help meet the needs of students in their school. Mrs. Armstrong asked staff to look into this and determine what the response has been. Dr. Dawkins explained that he would like to see what Mrs. Armstrong has so staff can better respond. Mr. Ramsey asked staff to explain the \$246,000 plus in expenditures on the budget sheet? Mr. Lee explained that the expenditures are \$246,000, but they receive approximately \$99,000 in revenue. Mrs. Crawford asked if these are the ones covered under a grant? Mr. Lee said these are under Title XIX which is a Federal funding source.

**ENI:** Mr. Ramsey announced that he has asked Mr. Abrams for some additional information.

**Superintendent's Goals and Objectives.** Mrs. Crawley asked the superintendent if Goal Number 4 is where board members are to appoint two community representatives to serve on the committee? She said she would like to get some additional information so she can share with those she is asking to serve on the committee what their focus will be.

**Policy Utilizing Third Party Overseas Recruiters.** Ms. Phelps stated that this has been a community concern since 2008 and she wants the Board to become more aware of those items that concern us since this has been an issue that has been discussed with administration before and maybe it's the Board's job to make sure things are followed through. She noted in past minutes (May 30<sup>th</sup> and August 5<sup>th</sup>) where this is not the first time this has come up, and she believes the conversation taking place now as well as the investigation taking place is something that could have been taken care of last year when a number of Board members voiced concern to administration. Ms. Phelps said the Board is going to have to make sure that once concerns have been addressed to the administration that there is a follow through. She said there were very serious concerns expressed last year and they were not addressed until now, and now we are reacting to the situation. Also, Ms. Phelps stated that when it comes to educating our students, everyone is held accountable, starting with the teachers in the classroom; and when students voice concern about the education they are getting in the classroom, she believes it should behoove the administration to address those concerns and not let it become an adult issue. Ms. Phelps said she hopes the priority becomes student learning and not someone's tenure or retirement, because if administration is not doing their job, changes need to be made. She said to her this is serious and it doesn't matter what's being done in EBR or any other district, but this had no right to come here without approval from this Board of what's being done now; it wasn't right by the Interim Superintendent and the administration and she knows the Board did not receive the information beforehand. Ms. Phelps said once this policy is set forth and the excuses we were given before, she regrets that a year later we are having this conversation because someone took the audacity to leave the country and have us in this situation now. Again, she stated that when it comes to the State Superintendent saying the Board gets in the day-to-day operations, she believes this is a perfect example of how this board should be accountable for this issue and not staff. As Board members, she believes it is their right to question issues that come up, and not hear about these things from people on the street. Ms. Phelps said the bottom line is to move the district forward, if administration is not doing what needs to be done and they want to do things their way and not by the Caddo Parish rules and in the best interest of Caddo's students, she believes the superintendent needs to make some changes, and she hopes this happens because there have been too many instances where some people in place made decisions that were not the right ones when it comes to educating our young people.

Mrs. Crawford asked that Ms. Phelps speak only to the motion and Ms. Phelps stated that is the motion and she is glad this policy is being brought for consideration. Mrs. Crawford stated Ms. Phelps addressed removing employees and this is not appropriate. Ms. Phelps stated that has something to do with the policy because if this was not happening. Mrs. Crawford again said that it's the Board's job to deal with policy and not the removal of employees. Ms. Phelps added that this was part of her personal privilege to say these things, and she wanted to say these things for the record as she was elected to represent the people in her district and voice their concerns.

Mrs. Crawley asked that the policy reference to "overseas" be changed to read "outside the United States". Mrs. Crawley said that she hates to say "I told you so", but referencing the minutes from August 5<sup>th</sup> where she asked how did the company get their money?, do the teachers have to reimburse them, and staff responded they had no knowledge of it. Mrs. Crawley said it was at that point she asked staff to investigate this. Mr. Ramsey at this point called for a Point of Order, and asked if the discussion was on the motion, or is it a time to beat up on the staff? Mrs. Crawford asked that the comments be about the item on the floor and leave the staff alone. Mrs. Crawley stated that the Board was told this was normal hiring procedure, and she doesn't believe it is and that there is a need for a policy. She added she believes this is outside the norm when we get reputed and our reputation is tarnished as a board. Mrs. Crawley said she also asked about a year ago upon her return from a conference about the school's practice of promoting people through the education ranks and stated that we did not hire a CFO that was a principal and would be selected because he could balance the school's books, and that we hire people with actual degrees and experience and that is why this motion is needed. Mrs. Crawley said she wants professionals with education and experience, and that she has told the media to quit interviewing Board members. Mr. Ramsey again called for a Point of Order and that interviewing Board members has nothing to do with the item on the table. Mrs. Crawley said she wishes the media would go to the State Department who approves this.

Ms. Phelps said on issues like this, she thinks it would be most respectful if Board members would allow Board members to speak in a worksession on issues that concern them. She said

she believes Board members have every right to explain why the policy is needed and the concerns we have, and no one is beating up on staff, but it is what it is, and it is the responsibility of the staff and the Board to take care of Caddo Parish students; so if someone doesn't want to hear what staff is doing or what staff is not doing, that is fine, but you don't have to call a Point of Order for that.

**Recess.** President Crawford called for a recess at approximately 4:03 and the Board reconvened in open session at approximately 4:08 p.m.

Mrs. Bell stated that when the issue came up, it was stated that the Board did not have to approve a group going overseas to recruit, and it is in the minutes, and asked if this is Board policy? Mrs. Crawford said she doesn't know if it is a policy per se; however, the Board does not participate in hiring. Mrs. Bell asked if, when the State of Louisiana found out about the shortages all across the state, the State Department suggested that we go outside the country? Dr. Dawkins reminded the Board that he was not here at that time, and it appears that the State Department was a leader in getting people to go outside the United States as well. Dr. Mary Nash-Robinson, assistant superintendent for Human Resources, stated that in addition to the agency we used, Teach for America was recommended, as was Troops for Teachers, et al. Mrs. Bell asked if there was a recommendation from the State Department and if there is a policy where the Board does not have to approve recruiting efforts. Dr. Robinson stated that she believes what is being addressed is the lack of a policy, because there is no policy whereas the Board sanctions or is involved in the recruitment and hiring process. Mrs. Bell stated she believes the proposed policy is too vague and maybe we need to do it on everyone we recruit, and she will be coming back with something on this. Dr. Robinson stated staff will comply with whatever the Board policy is. Dr. Dawkins asked for clarification on Mrs. Bell's suggestion and if that is relative to not only inside hiring, but all recruitments at universities or wherever staff may travel? Mrs. Bell responded that she is not only talking about employees and teachers, but also those for buildings, etc., and if the Board has had input in these areas in the past. Mr. Rachal called for a Point of Order. Dr. Dawkins stated that any policy that will slow the process of getting people processed is not one that would be preferable; however, if this is what the Board pleases to do, staff will comply. Mrs. Bell said the Board needs to ask the superintendent to look at these things and bring them to the Board. Mrs. Crawford clarified that she is talking about the use of outside companies for recruiting.

Mr. Abrams pointed out that on the policy that the Caddo Parish School Board uses the staff to do recruiting all the time, and that is what the superintendent and his staff are doing. He added the reason for the policy being proposed is only due to what transpired in the media over the last couple of days. Mr. Abrams explained that this is a situation of a company that possibly is not regulated on what it is doing overseas and yet they are operating outside Caddo's rules, which we do not have the ability to deal with. He added the policy addresses only those rare circumstances of maybe going outside the United States and dealing with an area we are not familiar with. Mr. Abrams stated that the State Department did use the company at issue and recommended that staff contact them before moving forward. In trying to determine the right company to use, he believes it would be very difficult for any small district to be able to determine what would be the best district model. Mr. Abrams explained to the Board that the State Department actually did what they thought they should do and asked that Caddo Parish actually follow suit. Mr. Abrams further explained that what the Board is doing is making another policy that will tie staff's hands and staff will be coming back to the Board with everything it intends to do which will ultimately bog down the process. He added the intent behind the proposed policy is to handle those rare situations that have become an issue in the last few days relative to the policy itself and it only deals with those companies outside the United States. Mr. Abrams also explained that he understands Caddo Parish has used its own employees to travel overseas in the past; however what happened here is a third party recruiter who went to the state and provided a product they said they could deliver and they did. He reminded the Board that is why he believes a limited policy is a good policy, but when you make it so broad that it ties administration's hands and doesn't give them the ability to do anything, then the Board will end up with an agenda longer than what they want it to be.

Dr. Dawkins stated that exclusive of this policy for special consideration, any policy that hampers staff's ability to recruit staff puts us at a competitive disadvantage. He said there are school districts with full-time recruiters who are recruiting in hard-to-staff areas everyday. He

added when Caddo is going up against these districts and colleges and universities, it makes it even more difficult to recruit the teachers we need.

Mr. Ramsey stated that Mr. Abrams covered the items, but he reminded the Board that least we forget, there was information put in front of the Board before this took place; and while he in no way supports what the contract company is doing, he does not believe that we need to tie our employees hands when it comes to recruiting teachers. He said the allegations are deplorable and unacceptable; however, at the same time, we have a Superintendent and a staff that are attempting to recruit qualified teachers and we need to be careful how we address the policy. He also reminded the Board that there is a Board Decorum Policy that states no one will run another person down; thus, Points of Order are important when these type things happen. Mr. Ramsey also noted that at the juncture of recruiting these teachers, we were approximately 90 teachers short in certified areas and the directive to the staff was to go and recruit. He added that obviously there are some strong opinions, but he encouraged the Board to take care of this on the front end and not use hind sight to say I told you so. Mr. Ramsey also stated he has expressed his opinion to the Superintendent, and he is hoping the authorities will promptly address these issues. He also stated he believes, as was stated in the Superintendent's comments, that we need to support these employees; and when we do formulate a policy. to not forget about bringing good teachers into Caddo Parish.

Mr. Rachal asked if the proposed policy is coming from the Board's attorney? Mr. Abrams responded that he was requested by the Board President and Mrs. Crawley to draft a policy concerning recruiting with third party recruiters. Mr. Rachal noted that at times in insurance if one realizes they do not want coverage, they must sign declining the coverage and in the real estate industry these days, the Federal Government will cause you to sign. Mr. Rachal asked about the need to add a form that clarifies the applicant understands and agrees to the agreements with the third party recruiter. Mr. Abrams stated that not knowing what some of the teachers agreed to initially, and with some of the allegations being that the terms of the agreement changed once they arrived in the United States, this would mean the form would end up being useless, and you could possibly never get to the end of the "do you understands". Also, everything in the world can be written in a contract and something can be left out, because there is the "good faith" part of any agreement; and he doesn't believe that you can prohibit, from this end, what occurred by writing another document. Mr. Rachal asked Mr. Abrams if, in the future, we should ask that our administrators share the agreements with the Board? Mr. Abrams responded that based on that, the Board would be turning down everyone that comes in the door. He further stated that the Board wants the ability to have the applicants placed in front of them and the Board would be second guessing their contract. Mr. Rachal stated he believes that is what the Board is doing now. Mr. Abrams explained that what the Board has is a complaint filed by a third party who is looking out for these teachers, because of something that happened overseas; however, the Caddo Parish School Board and its members, offered these teachers a well-paying job and a nice way of life at a competitive rate, and the agreement that was signed in Caddo Parish is the same agreement that every teacher signs. He stated that the teachers may have done something in their country that put them at a disadvantage as to what happens in the United States, but that is an issue between them and their country. Mr. Abrams also added that he believes Caddo Parish offered them an opportunity to provide services to students in critical shortage areas, which should be a win-win for everyone; and hopefully they will be able to work out their issues and every thing will work out fine; but he believes if we second guess all the agreements they made down the road, then we would have cut off their opportunity. This policy reviews the company, the recruiter, to make sure they are who they say they are.

Mr. Rachal asked if when we are checking out a company, can we ask to see what they are asking the teachers to agree to? Mr. Abrams explained that they may not want anyone else to know the deals they are making.

Ms. Priest stated that she believes we should have some type of policy, but not one that would tie our hands and hinder us in recruiting highly qualified teachers. She asked administration if, when talking about recruiting, we have specified, designated people who are trained in the area of recruiting to go out and do recruiting or do we have just staff talking to people? Dr. Dawkins said it has been his experience that HR alternates department employees to go out and recruit. Teams of people also go out and are connected to the universities. Dr. Dawkins added that he is unsure what was here in the past, but he understands that the personnel in HR have been recruiting approximately 400 teachers a year for a long time.

Mr. Riall asked staff how often are third party recruiters used? Dr. Robinson responded not very often and the reason we went to the third party recruiter this time is we were attempting to fill critical shortage areas and there was a big gap. Dr. Dawkins asked staff when was the last time a third party recruiter was used? Dr. Robinson responded in the superintendent search. Mrs. Bell asked about the Codofil teachers and Dr. Robinson explained that these came from the State Department. Mr. Riall asked about the proposed change in the policy to read outside of the United States? He added he supports the policy, but he believes administration was blind sighted by this and did not go out looking for a crooked recruiting company which is the way the media and everyone is addressing it; but they went out in good faith trying to find someone, and he believes everyone has learned a lesson.

Mrs. Crawley stated that the whole point is if it seems like its too good of a deal, it probably is. She said she believes professional, legitimate recruiters charge the employer and not the employee. She also said the proposed policy does not say teachers, so if there is an organization that would supply a certain number of bus drivers or custodians, it would also apply to this, and that Board members are aware and all their questions are answered. Mrs. Crawley stated she doesn't believe anything past August 5<sup>th</sup> will be found in the minutes.

Mrs. Bell stated that when she visited the Human Resources Department, she realized the amount of work staff does in this area and she asked if there is someone who is designated just for recruiting? She said she understands there is a lot and she doesn't understand when time would allow them to do everything and maybe there is a need for a recruiter who can follow up and check out the companies.

Dr. Dawkins stated that organizationally if the need arises for us to approach this again, staff will certainly approach it in a way that he will prescribe; but given the people we have with the experience to do what needs to be done, 400 to 500 teachers are recruited every year and the turnover seems to happen without a lot of disruption. He also stated the hard-to-fill, critical shortage areas are not unique to Caddo Parish or Louisiana, but it is an issue across the country. He said we can definitely be more focused in what we do and this will happen in a lot of departments.

## **ADDITIONS**

Mrs. Crawford added Contracts for Charter Schools to the agenda.

Mrs. Bell asked that an item be added that addresses the students at the charter schools who are being transferred back to Caddo schools and if the money will follow that student? Mrs. Crawford asked that this be made as a request under the Superintendent's Report.

## **PRESENTATION OF PROPOSED AGENDA AND CONSENT AGENDA**

Mrs. Crawford announced that Items 7, 8, 9.01-9.08 and 9.11-9.12 are the consent agenda. *Ms. Priest moved, seconded by Mrs. Crawley, approval of the proposed agenda and consent agenda for the October 20, 2009 CPSB meeting. Vote on the motion carried.*

## **POLL AUDIENCE**

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, stated that she wished to bring clarity to item 9.13 and exactly what the investigation entails. She explained that the investigation is a belief that there were violations of state law that the placement company entered into with the Filipino teachers, and also that the Filipino teachers were charged exorbitant rates and some may be illegal. She said it is also believed that the Filipino teachers were threatened either by the revocation of their visas or by other means. Mrs. Lansdale said this is at the state level and they are asking the Attorney General for a level for protection of the Filipino teachers and for the enforcement of the existing state laws to prevent future abuses and regulation of the recruitment agencies. She said it is also asking that the recruiters be prosecuted if violations are found, that they seek the return of any fees collected illegally, to thoroughly investigate the allegations, and protect these teachers from further exploitation. Mrs. Lansdale said when this issue first came up there was concern that there were a lot of violations of human rights and it is their obligation to make sure we don't engage in any further exploitation of any of

our teachers, and that we ensure they are not harmed. She stated she appreciates the superintendent being vocal about his concerns and the Board as she was very surprised that we were engaged in this at all. She asked that the District make sure these teachers are paid on the correct salary schedule, that the Filipino teachers that came in with 20 years of out-of-state experience be treated the same as out-of-state teachers (and noted that the minutes reflect they will be treated the same as out-of-state) and not paid as first year teachers, that we provide them with every incentive that is provided to every other teacher in the District, and that we don't leave them vulnerable. She also said she believes the superintendent did a great job and encouraged recruitment to take place here by making sure principals are in the schools in the summer, that we have fair and unfettered policies, that we have good conditions, that discipline is in place, that teachers are given needed resources and good pay, and that we grow our own, i.e. teachers' aides that are working and studying to become our teachers.

Superintendent Dawkins stated that as we close out on the discussion on the teachers from the Philippines, he hopes that we keep the focus on making sure we have teachers in the classrooms and that whatever happened before will be corrected so we can move forward with much that needs to be done. Dr. Dawkins said he hopes the company that dealt with the Filipino teachers is dealt with to the full extent of the law, and that he has found no evidence of any threats, coercion or exorbitant charges by the Caddo School Board, staff or anyone connected to it; and in fact, he has found staff to be very supportive. He stated we need to be careful that we don't put ourselves in a position where we have exclusionary language about who works here, because it sends a signal that may not be well received by most people, and it starts with him. Dr. Dawkins stated that we will do everything we can, and he is meeting with the Filipino teachers to assure them also.

Regarding enrollment data, Dr. Dawkins shared with the board a school by school enrollment and that to date Caddo has 42,190 students. He added that staff is in the process of doing cleanup of these numbers with a seven-day window to do so from the October 1<sup>st</sup> date.

Dr. Dawkins also announced that the Caddo Parish School District was given \$20,000 today at the Downtown Rotary meeting. The funds came from a fundraiser, The Dragon Boats, on the Red River and they selected Caddo to receive them for technology upgrades. He expressed appreciation to the Rotary Club for this support.

**Adjournment.** *Mrs. Crawley moved, seconded by Mr. Priest, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 5:50 p.m.*

**October 13, 2009**

The **Caddo Parish School Board (CPSB)** met in special session in Room 1 of its offices at 1961 Midway, Shreveport, Louisiana at approximately 4:43 p.m. on Tuesday, October 13, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Willie Burton, Charlotte Crawley, Barry Rachal, Ginger Armstrong and Dottie Bell. Also present was Reginald Abrams, legal counsel, staff and visitors. Mr. Riall led the prayer and Pledge of Allegiance.

**VISITORS**

There were no visitors wishing to speak.

**APPROVAL TO RETAIN THE SERVICES OF MARK MUROV, AND THE FIRM OF MUROV AND WARD, IMMIGRATION ATTORNEYS**

*Mr. Burton moved, seconded by Mr. Rachal, to approve retaining the services of Mark Murov, and the firm of Murov and Ward, at the rate of \$300 per hour for attorneys and \$100 an hour for paralegal services. Vote on the motion carried unanimously.*

**Adjournment.** *Mrs. Armstrong moved, seconded by Mr. Burton, to adjourn. Vote on the motion carried unanimously and the meeting adjourned at approximately 4:46 p.m.*

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita Crawford, President



**October 20, 2009**

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 20, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Eursla Hardy, Willie Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong, and Dottie Bell. Also present were Superintendent Gerald Dawkins and Legal Counsel Reginald Abrams. Mr. Riall led the prayer and Pledge of Allegiance.

### **CONSIDERATION OF MINUTES OF THE SEPTEMBER 8, 2009, SEPTEMBER 15, 2009, SEPTEMBER 29, 2009, OCTOBER 6, 2009 AND OCTOBER 13, 2009 CPSB MEETINGS**

Ms. Phelps requested that a correction be made in the October 6, 2009 CPSB minutes, and Mrs. Crawford asked that staff review the minutes of the October 6<sup>th</sup> meeting. *Ms. Phelps moved, seconded by Mr. Rachal, to postpone approval of the October 6, 2009 CPSB minutes until further addressed. Vote on the substitute motion carried unanimously.*

*Mr. Burton moved, seconded by Mrs. May, to approve the minutes of the September 8, 2009, September 15, 2009, September 29, 2009 and October 13, 2009 CPSB meetings as submitted in the mailout. Vote on the motion carried unanimously.*

### **ESTABLISH AGENDA AND CONSENT AGENDA**

Superintendent Dawkins highlighted items for the board's consideration. He announced that the Superintendent's Goals for 2009-2010 should be revised as follows: under Academic Achievement Goal, add restructure of the alternative education program above what we have done with the over-age, AND under Goal #4, change "engage principals" to "engage staff and employers" (not employees). Mrs. Crawford announced that the consent agenda items are 7.01-7.03, 7.05, 8.01, 9.02, 9.04, 9.06 and 9.12.

### **PRESENTATIONS AND RECOGNITIONS**

Burnadine Moss Anderson, executive assistant to the superintendent/communications, on behalf of the CPSB and staff, recognized the following employees. The president and superintendent greeted and presented each honoree with a certificate/award. Administrators, families and friends present were also recognized.

**Caddo Parish Support Employees of the Year.** The following employees were recognized as outstanding support employees of the year: Elementary Division Winner – Raymond Morton, Security Coordinator, Summer Grove Elementary School; Middle School Division Winner – Sharon Howell, Attendance Clerk, Caddo Middle Career & Technology School; High School Division Winner – Jane Igo – Library Clerk, Caddo Career and Technology Center; Academic Affairs Division Winner – Sandra Sanford, Secretary to the Supervisor of Libraries and Grant Writer Manager, Professional Development Center; Human Resources Division Winner – Lovie Dede Johnson, Special Services Division; Support Services Division Winner – Maxine Isgitt, Secretary, Risk Management Department; and Superintendent's Division Winner – Allison May, Internal Auditor, Auditing Department.

### **VISITORS**

Frederic Washington, former Caddo student, addressed the board on accountability, noting the variety of challenges schools districts face, particularly in Louisiana, and for how for years there have been numerous failing solutions implemented to address the solution that ranks the overall quality of education in Louisiana at the bottom of the National ranking. Noting that there have been several initiatives to force schools to be more accountable to student performance, with No Child Left Behind being the most popular and controversial, he stated he believes the following two important points are ones that local school boards should question about the effectiveness of educational reform in Louisiana. (1) Is the State Department of Education executing realistic goals that accurately measure student performance, and (2) Is the State Department of Education deliberately creating an accountability system that will falsely classify an enormous amount of

schools as failing institutions to gain more funding that will not be used indirectly for student resources? Mr. Washington stated that accountability has driven schools to raise the bar on student achievement, but it is most important for top educational officials to implement realistic objectives and goals that will ensure that schools exceed the minimum school performance scores, and further stated that according to the State Department of Education a school with a performance score of 60 indicates that only 35% of the students are performing satisfactorily on exams which is contrary to the data he received from the Department of Education's web page and cited an example of the data for Midway Professional Development School. Mr. Washington noted recent discussions at the State Department of Education about raising the school performance score cutoff to 80, and in reviewing the latest school performance scores, he noted that over 350 schools could become Academically Unacceptable along with the 60 that are already in the category. Mr. Washington said while school reform is important, but in hearing remarks from state officials in dialogue with BESE board members at a recent meeting, the common thing for them is getting additional funding and he wonders if it is the Department of Education's mission to make an impractical rise in standards without being innovative in assessments to make more schools eligible for takeover. He said the Department of Education's trend seems to be to identify as many failing schools as possible, move them to the Recovery School District, or place them under a supervisory MOU to somehow dictate power and local tax dollars. He noted that students learn and test in a variety of ways and he believes school board should become more consistent and resilient in the feasibility of talking to the Department of Education and become more innovative on how students are assessed. He said the idea of education reform should be about the advancement of productive and successful school districts. With almost 400 schools in 1999 being labeled Academically Unacceptable, and he believes that over 250 of those schools closed or were damaged by the hurricanes in 2005, it appears that the focus of the State's top education officials seems to be money over students in the State of Louisiana; and if the local school boards, who have the most powerful voice for school districts, don't take action, then the Department of Education will continue to walk all over public education while creating false perceptions of how school districts actually perform. He said while the accountability system has been praised all over the country, it is not working for our students.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, shared with the board concerns of the Federation including the new minor Discipline Form, which is going a long way in returning the authority in the classroom back to the teacher. She said this form, which is for documentation purposes only, does not prevent a teacher from removing a disruptive student from the classroom; and it is plain that when a student breaks a state discipline law or the discipline policy which is aligned with state law, that the standard discipline form is used to remove a student, but the minor form provides documentation that redirects classroom behaviors at that level at that time. Mrs. Lansdale also noted that the forms have not been distributed to all schools at this time and encouraged the board and administration to immediately move forward in implementation of this part of the discipline process. Mrs. Lansdale stated that the Federation also encourages the CPSB to address the number of violent special education students in the schools and the number of obstacles in moving the disruptive child to a more appropriate placement. She noted incidents in the public elementary schools where employees have been battered and remain in danger of further injury to the bureaucracy or by the right hand not knowing what the left hand is doing. Mrs. Lansdale stated that according to the data presented in a previous meeting, Caddo has approximately 6,000 special education students ranging from gifted and talented to the most physically and mentally challenged, so Caddo is not only spending huge sums of money for corrective action but we are creating a situation in the schools where students are not receiving what they need and it is important that there is a competent person at the helm of the Special Education Department, not only one who is well versed in special education law, but one that also is a good manager and the mother lode of common sense. Finally, in the area of discipline, Mrs. Lansdale stated that we can have all the best policies and laws in the books, but it is for naught when a principal says his hands are tied when students call teachers and administrators vile and profane names due to his state testing concerns, so she asked if in the name of high stakes testing are we communicating to students that it is o.k. to disrespect adults without any consequences for this behavior, and are we really meeting the charge to help them grow up to be successful adults. The board and administration were asked to immediately address this issue and a step-by-step plan developed on how the administration will handle this issue, how these students will be redirected and isolated when appropriate, and the necessary resources allocated to train ISS facilitators, noting that these employees need to be full time, qualified employees. Mrs. Lansdale said the Federation is ready to step up and assist in

providing specialized professional development. Regarding the Filipino teachers and how they are being paid, Mrs. Lansdale encouraged the board to ensure these teachers, some with 20 years experience, by creating a policy, to pay on years of experience and to also consider reimbursing these teachers for back pay, so that Caddo does not become a part of the further victimization of these teachers by treating them in a disparate manner. Mrs. Lansdale expressed appreciation for the opportunity to bring the issues to the board and for the opportunity to work with the board in seeking solutions to these and other issues.

### **UPDATE ON SUPERINTENDENT'S TARGET SCHOOLS**

Mrs. Antionette Turner, chief academic officer, shared with the board an update on the recent visit by monitoring teams from the Recovery School District, including the components of the report, i.e. interview forms for teachers, principals, assistant principals, and building and instructional snapshots. The ratings received were explained and also highlighted for the baseline visit from the monitoring team, and she explained that the purpose of the baseline visit was to see where we started in terms of our rating and working on professional development to move forward. Each school received ratings in five different areas: guaranteeing essential curriculum, providing a school culture, maximizing learning time, monitoring student achievement, and promoting professional practices. Mrs. Turner noted that Caddo had some questions in two of the categories and will address these with the RSD monitoring team because of inconsistencies in how the team rated them. Mrs. Turner also highlighted steps that staff has taken since the monitoring team visit to include meeting with all the principals and discussing with them the concerns of the team and making sure of consistencies of substitutes, because in some cases substitutes were monitored and rated and in other cases they were not. She said staff also identified questions and support needed to address recommendations noted in the report. Mrs. Turner announced that beginning in November more extensive reports will be made to the board by the building principals. She also advised the board of a response to the RSD regarding the preliminary report, identifying staff's concerns, and that a conference call will follow with the RSD team. Staff has also scheduled a meeting with the RSD team to develop support and assistance needed to address recommendations for improvement at each of the targeted schools, and training is scheduled for the Superintendent's Targeted Schools and higher order thinking strategies, assessment training, constructing effective teacher-made tests, and using assessment guides effectively. Mrs. Turner also announced that monthly summary reports, developed and written by the distinguished educators, will also be shared with the board beginning in November.

Mr. Rachal asked staff about an overall view of what has happened so far as far as benefits, etc. Mrs. Turner responded the District has had a number of professional development activities in each of the buildings and results are being seen in terms of consistency, and transfer of application of some of the skill sets. She added that we continue to do job embedded training which is at the building level which substitutes relieving the teachers and/or working with them during their professional learning community time. Mrs. Turner also said the consistency and efforts on the part of the administration and teaching staff to meet the guidelines of the essential practices is also being seen and they are working very hard and doing a phenomenal job in this area, and she believes we will see this continue. Mr. Rachal asked if staff believes the District is getting its money's worth in the monitoring teams? Mrs. Turner said the team has only visited to give the District some recommendations, and where we get our money's worth is when they come back and actually have a collaboration with the District in terms of what we think we need now and they will help us with that. Mr. Rachal asked about the conference call with the teams about staff's concerns? Mrs. Turner explained that one of the concerns had to do with substitutes, because some of the substitutes were on the list monitored and they had not been trained, so staff wants to make sure the rating did not reflect poorly on us as a part of the process. Also, in monitoring of student achievement, staff questioned the criteria they were using, as well as professional development practices.

Ms. Phelps asked if there are long-term substitutes at the schools as well? Mrs. Turner responded there are some; depending on the school. Ms. Phelps stated her concern a few years ago when she brought some substitute teacher institute information and the superintendent used some of it, but it really wasn't what she envisioned, so she is asking again if those teachers who are in long-term sub positions can be screened a little bit more if they are worthy, if you will, for being in those long-term positions with the credentials and if they have interest in staying in education, as well as the subs in the core 4<sup>th</sup> and 8<sup>th</sup> grade. She said she thinks that some type of

screening needs to be done other than just someone being in these positions just for the money and if we are not assisting them in becoming teachers. Mrs. Turner responded that there were a couple of teachers in long-term positions that did participate in some of our professional development. Ms. Phelps stated she would like to see them, and she knows the District doesn't do enough of assisting them or encouraging them to get their certification. She said she believes we can do a little bit better in that and start to address some of this particular problem. Ms. Phelps also stated that with these schools we all know about raising of the School Performance Scores, and asked that the board and superintendent have dialogue and come up with some tough decisions that need to be made in the next few years relative to where these schools will be in the next few years or if these scores change next year, because basically if they change next year, we know where we will be and she believes we can be pro-active in looking at the decisions that we may have to share with the community of what we may have to do in order to not be in the situation as Linwood and Linear. Dr. Dawkins explained that we are already moving in that direction and will have some very serious dialogue with the District not only with these schools, but the next level of schools as well, because we don't plan on moving in that direction. He added these are difficult decisions and as we move through the next few months, information will be shared with the board as feedback is received as we do some self monitoring so we don't allow schools to go three, four or five years under this situation. Dr. Dawkins said it is no secret that Caddo has a lot to be proud of, but it also has a lot of work to do, i.e. schools with graduation rates that are unacceptable. Ms. Phelps also said she does not see the AA schools going anywhere but up, but if changes have to be made next year to the schools right where they are, it is a serious situation.

Ms. Phelps asked about Dr. Banks' last report as she has been waiting for more indepth information on what will go on at these schools and are we utilizing the response as well? Dr. Dawkins responded that we have utilized information from the report generated by Dr. Banks and staff is still very carefully using the rubrics and the research based practices coming from the state and monitors. He said we feel we have a pretty comprehensive set of guidelines for moving forward and that he believes all our schools ultimately will benefit from this experience.

Ms. Phelps referenced conversations regarding teacher accountability and reports that the board has never seen how well a certain teacher's fourth graders might be doing, and asked the superintendent if the board can receive a report on these issues and asked if they will be a part of changes being made where students are constantly not progressing in certain areas? Dr. Dawkins responded that staff is planning on presenting to the board on a regular basis data that will indicate the direction where we are headed down to the student and as the District's technology system is implemented, we will have the ability to provide a lot of data, most important to teachers in the classroom so they have their own students' data at their fingertips and can utilize it. He said staff will continue to share with the board as these things happen. The superintendent added that it is his position to share the good, the bad, and the ugly because he wants to be a transparent operation of everything that is done. Ms. Phelps responded that the board welcomes the transparency which is something that has been asked for years and the board still has not received it, and she looks forward to it.

Mrs. Bell asked staff how many RSD teams visited the schools? Mrs. Turner responded there were three. Mrs. Bell asked staff about the length of the visits to the schools? Mrs. Turner said that each of the teams were at a particular school beginning at the start of the school day to almost the end of the school day. Mrs. Bell asked if it is possible that these teams that visited will be the teams that continue to visit and monitor? Mrs. Turner responded that this is one of staff's questions. Mrs. Bell asked the superintendent to provide resumes of the monitoring team members to board members. Mrs. Bell stated that in looking at the questions board members have, she would like to have a copy of this information to see if these persons are top educators that are going into our classrooms, because this is a lot of money Caddo is paying. Dr. Dawkins responded that staff can follow up and ask for this information. Mrs. Bell said she doesn't believe there is any way one person can see that many persons in one day, and she would like to know if it is the same person evaluating each time or will the State send new monitors, and she believes the Board's questions need to be answered by the State Department. Dr. Dawkins responded that they have only been here once, but staff will follow up and find out who will be doing the follow-up visits and if it will be the same team members. Regarding the Target Schools, Mrs. Bell asked about the motion raised at the last BESE meeting about releasing those schools from the list that met their growth targets; and even though they did not have enough to vote at that time, the motion is being brought back to ask for Caddo Heights, Barret, and Oak

Park to be released from the MOU list. She said she believes this should save the District some money since we would not have to pay monitoring teams for these schools. Mrs. Bell announced she believes this will happen in December and a team from Caddo needs to be there. Dr. Dawkins shared with the Board that he attended a meeting this morning with about 40 superintendents and all are interested in addressing these issues. He also announced that Mr. Abrams is drafting another letter to send to them and he plans on being at the BESE meeting also, as well as make an appeal at the committee meeting the day before the BESE meeting.

Ms. Priest asked Mrs. Turner to clarify the RSD District Monitoring Process. Mrs. Turner explained that of the group observed, 50-75% would need to be performing all the indicators. Ms. Priest asked Mrs. Turner to respond to the overall essential curriculum and practices maximizing academic learning time. Mrs. Turner stated that in looking at essential practices in terms of the Louisiana Comprehensive Curriculum, staff is looking at lesson plans to make certain they are documented in terms of what grade level expectations (GLEs) content they are working on, and conversations are held with students in the classrooms as to what they are learning, if the objective of the lesson is mentioned at the beginning or in the closing recap, etc.

Mrs. Crawford stated that it looks like we are pretty far up in this baseline and she thinks this is excellent.

Dr. Dawkins stated that the work of staff and the target school teams is definitely pointed in the right direction; and while Caddo has a lot to be proud of, there is still a lot to do. He expressed appreciation for the work of every staff member and the leadership provided.

## **CONFIRM THE CONSENT AGENDA**

Mrs. Crawford restated the consent agenda items (7.01-7.03, 7.05, 8.01, 9.02, 9.04, 9.06, 9.12) *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 No. 7**

**7.01 Personnel Recommendations.** The board approved the following personnel recommendations as recommended by the superintendent and included in the mailout: Dracey Peters, Network Manager. This appointment 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

Catastrophic Leave (September 16, 2009 – October 27, 2009)

Kelly Eakin-Dix, Teacher, Northwood, 6 years

Leave Without Pay, (September 29, 2009-October 14, 2009)

Latasha Woods, School Psychologist, Special Education Center, 10 years

Leave Without Pay, (October 12, 2009-1<sup>st</sup> day of 2010SY)

LaBresha Lane, Teacher, Creswell, 2 years

Sabbatical Leave (Study), (January 8, 2010 – December 17, 2010)

Mary Drexler, Teacher, Hamilton Terrace, 10 years

Melanie Rambo was approved for a medical Sabbatical Leave for Spring Semester 2009 and Fall Semester 2009. She is requesting to rescind her Medical Sabbatical Leave for the Fall Semester 2009. Her physician concurs with her request.

#### Classified

Catastrophic Leave, (October 17, 2009 noon - December 7, 2009)

Peggy Fedd, Bus Driver, Transportation, 28 years

**7.03 Personnel Transactions Report.** The board moved to approve the other personnel transaction reports for the period of August 26, 2009 – September 25, 2009 as submitted in the mailout.

**7.05 Renewal of Administrative Contracts.** The board approved the renewal of administrative contracts as submitted in the mailout.

### Item No. 8

**8.01 Bids (Purchasing).** The board approved the bids of AFP Industries, Inc., totaling \$16,395.00; Childcraft Education Corp., totaling \$6,429.45; U.S. Toy CO., Inc./Constructive Playthings, totaling \$1,933.20; Factory Select, LLC, totaling \$4,980.00; S&S Worldwide, Inc., totaling \$6,023.40 and Unity School Supplies, LLC, totaling \$2,355.00 for Kindergarten Play Equipment.

### Item No. 9

**9.02 OPEB Trust Fund.** The board approved the documents associated with the establishment of the GASB 45 OPEB Trust Fund as recommended by the trust attorney and included in the mailout.

**9.04 Request for Use of School Buses by Southern University at Shreveport.** The board approved the request for the use of four CPSB buses and drivers to transport students participating in the after-school tutorial program at Caddo Middle Career & Technology, JS Clark MicroSociety Academy, MJ Moore Math/Science Middle School and Newton Smith Visual and Performing Arts Middle School as submitted in the mailout.

**9.06 School-based Influenza prevention Program 09-10 MOU.** The board approved the MOU outlining the responsibilities of LSUHSC and Caddo Parish Schools in vaccinating Caddo students against influenza as submitted in the mailout.

**9.12 KidMed Budget/Nurses Salaries.** The board approved funding from the General Fund for the four nurses that are currently paid with KidMed funding as recommended by the superintendent and submitted in the mailout.

## GENERAL FUND BUDGET REVISION REQUEST

*Ms. Priest moved, seconded by Mrs. Hardy to approve the budget revision requests for The Caddo Plan, the Indirect Cost Revenue and the Bookkeeper for ARRA Reporting as recommended by the superintendent and included in the mailout.* Ms. Priest stated that this information has been in the mailout and the board has had time to review the revisions as related to the Stimulus Fund money.

Ms. Phelps expressed appreciation to Dr. Dawkins for putting something together and her concern that, relative to the bookkeeper position, we are hiring positions when we are still waiting on a Salary Schedule. Dr. Dawkins explained that the Salary Compensation Study will be presented to the Board on November 3<sup>rd</sup>, and when we hire persons, the current salary schedule is being used and adjustments will be made once the Board approves a new one. Ms. Phelps clarified that adjustments could be made even with certain positions, for example, this position. The superintendent responded that is correct where appropriate. Ms. Phelps asked about those bookkeeper persons that we have who are familiar with Federal funds and why would it not be feasible to utilize those persons rather than hiring a new person. Dr. Dawkins explained that the infusion of the stimulus money has brought additional work in the office and this position would be for the length of time the stimulus money is available to us to make sure that we are processing the added paperwork and load correctly. Ms. Phelps asked since we already have persons who deal with Federal money, will this type background be part of the criteria? Dr. Dawkins responded that certainly people are familiar with this and it is open for anyone to apply inside as well as outside. Ms. Phelps stated that her concern is we have people waiting on the Salary Schedule for this reason and we keep hiring a number of persons which is making a reflection on our budget.

Mrs. Bell stated she agrees that people are looking for jobs for a life time and with this position being for two years, asked if it might be possible to loan someone from within that has knowledge of Federal funds and thus not have to let someone go after two years? Dr. Dawkins explained there are grant positions in all school systems and when the grants are gone, those

positions are gone and sometimes those persons may move to another area in the organization where there may be openings, and staff will attempt to do the same with this position in an effort to be as efficient as possible. Mrs. Bell also stated that whoever that person might be, they will need to come in and hit the ground running. Dr. Dawkins added that it's the same with everyone else coming in, and Mrs. Bell stated she agrees; but she believes if it is someone who knows the system, they would have an advantage. Dr. Dawkins stated that it is highly possible that someone from within could get the job, but someone outside the system could also get the job.

*Vote on the motion carried with Board member Phelps opposed, and Board members Riall, Hardy, Burton, Crawley, May, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.*

### **REQUEST FOR BOOKKEEPER FOR ARRA REPORTING**

*Ms. Priest moved, seconded by Mr. Burton, to approve the request for a temporary bookkeeper for ARRA reporting as recommended by the superintendent and included in the mailout. Ms. Phelps stated that just when she had the question she didn't realize that it was already combined with 9.01. Mrs. Crawford explained that 9.01 approved the amount of money and this item is to approve the job itself. Vote on the motion carried with Board member Phelps opposed and Board members Riall, Hardy, Burton, Crawley, May, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.*

### **FOREIGN LANGUAGE ON-LINE PROGRAM PILOT**

*Mrs. Crawley moved, seconded by Mr. Rachal, to approve Rosetta Stone as the online foreign language program for the eleven pilot schools as recommended by the superintendent and included in the mailout. Ms. Phelps asked the superintendent for clarification of the Rosetta Stone budget. Walter Brown, supervisor, explained that the actual budget approved for the online foreign language program was \$175,000 and staff was able to get with Rosetta Stone and pilot 11 schools for \$107,000. Dr. Dawkins explained that these funds were approved with The Caddo Plan earlier in the year. Ms. Phelps added that she knows some programs are useful online on computers, but when it comes to teaching students to read, and much less a foreign language, she has a great concern about students learning a foreign language on a computer when she knows firsthand that students have been taught a foreign language in elementary school and still were not as fluent as they possibly could have been with a teacher. She reiterated her concern about Compass Learning, and teaching students to read by computer. Dr. Dawkins further explained that Rosetta Stone and other online opportunities are available for children to learn a foreign language, but we call this a foreign language experience and it will become much more comprehensive as the students move through the system; however, staff believes this is only the beginning of what will allow a much more robust middle school program as well as high school program if they are exposed to it at the elementary level; however, staff will look at this and look for feedback as the elementary students are exposed to this opportunity. Ms. Phelps again stated she understands, but she would like to see a person in these positions.*

Mr. Ramsey asked the superintendent if we have a contract agreement with Rosetta Stone? Dr. Dawkins responded that is correct. Mr. Ramsey asked about the length of the agreement, and the superintendent responded for one year and we will assess where we are after that.

Mrs. Bell stated that this was discussed a length at the work session and a lot of questions were answered at that time. For those who weren't at the work session, she believes staff could have been asked these questions and gotten answers between the work session and today's meeting.

*Vote on the motion carried with Board member Phelps opposed and Board members Riall, Hardy, Burton, Crawley, May, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.*

### **SPECIAL EDUCATION INTERAGENCY AGREEMENTS**

*Mrs. Crawley moved, seconded by Mr. Rachal to approve the 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. Ms. Phelps stated that she only saw one page on the site with this information which only defines the two programs and the*

agreement was not attached, and she asked if the Board is being asked to approve the programs and not the agreements. Mrs. O'Neal responded that the students are already in place and the services are being provided, however, this is the formal agreement for providing those services that needs Board approval and appropriate signatures. Dr. Dawkins explained that this is a continuation of services and asked Mrs. O'Neal to explain how long it has been in effect. Mrs. O'Neal responded that it has been in place for as long as Caddo has provided services to students, and as students are enrolled in different day care service providers, staff must monitor and make certain they have an IEP and that services are provided for itinerant students. The superintendent stated this is a renewal of the agreement and staff can provide a copy of the agreements. Ms. Phelps stated her understanding, but this is something she is being asked to vote on and normally the agreement is provided, and asked legal counsel if this is something that was overlooked? Mr. Abrams explained that he could not say if it is something that was overlooked; however, at times there may be 30 to 40 agreements and rather than attach them, they are placed in the Superintendent's Office for review by anyone who may wish to review them, and sometimes if there are only two or three, they are attached. Mr. Abrams advised that he will be glad to look over the agreements and make certain they are the same as they should be. Ms. Phelps again stated that her concern is the Board was given one page and is being asked to approve the agreements which are not here regardless of what has been done for a number of years. *Vote on the motion carried with Board member Phelps opposed and Board members Riall, Hardy, Burton, Crawley, May, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.*

#### **APPROVAL OF ADDENDUM TO DVK ENTERPRISES CONTRACT AND PEPSIAMERICAS CONTRACT WITH CPSB FOR LEE HEDGES STADIUM**

*Ms. Priest moved, seconded by Mrs. Hardy, (1) approval of addendum to concessions agreement with DVK Enterprises, Inc.; (2) approval authorizing the Board Attorney to draft a five (5) year contract with PepsiAmericas for Lee Hedges Stadium for execution by the Board President and Superintendent in accordance with the mailout; and (3) all funds collected from PepsiAmericas' agreement be placed in a special fund for Lee Hedges Stadium to be used only upon CPSB approval.* Ms. Phelps noted that Mr. Carter started the communication for this venue and asked the Superintendent if this is the normal job description of Mr. Carter? Dr. Dawkins explained that Mr. Carter has the responsibility for Lee Hedges Stadium athletic events and concessions, so it is part of his job description, and he was assisted by Mr. Abrams from a legal standpoint of the contract. Ms. Phelps asked if this money goes to Lee Hedges Stadium, Caddo Parish Schools or to Captain Shreve? Dr. Dawkins explained that it goes to a special fund for Lee Hedges Stadium for the upkeep of that particular facility. Ms. Phelps noted the comments from the last meeting regarding the others and asked if it is correct that the other schools are not in a vendor agreement? Dr. Dawkins explained that any school that has a vending machine or pop machine has an agreement or contract. Ms. Phelps clarified not the schools, but she is asking about the other stadiums. The superintendent further explained that the other stadiums do have concessionaires and there is an agreement with whoever might be providing sodas. Ms. Phelps asked if every school has a different agreement, and the superintendent responded that is correct. Ms. Phelps asked if the upfront agreement amount was for signage? Dr. Dawkins explained that it is and this is standard in the gymnasium or stadium industry whereby one will see either a Coke or Pepsi sign. Ms. Phelps stated that she understands that, but her question is about their signage. She also asked about the Pepsi representative being aware of what Coca Cola had submitted and if this was an open agreement? Mr. Abrams responded that the agreement was negotiated as far as the dollar amount. Ms. Phelps said she guessed she was just surprised that Pepsi knew what Coke was offering. Mr. Abrams stated that he does not know who knew what, but Pepsi had the best deal. He also added that the Coca Cola representative phoned him regarding his concern that he saw it on the agenda and he explained the dollar amount Pepsi had bid, but there was no response. Ms. Phelps stated that she believed Ms. Priest asked at the last meeting about Pepsi having the higher bid amount? Mr. Abrams responded that Pepsi has offered to pay the CPSB more money (\$35,000) in order to put their products in the facility. Ms. Phelps said she doesn't understand the higher amount, and Mr. Abrams responded they are paying CPSB more money. *Vote on the motion carried with Board member Phelps opposed and Board members Riall, Hardy, Burton, Crawley, May, Priest, Crawford, Ramsey, Armstrong and Bell supporting the motion. Mr. Rachal was absent for the vote.*

#### **BEGIN THE PROCESS TO NAME THE MOORINGSPORT ELEMENTARY SCHOOL LIBRARY FOR MS. CHARLOTTE LATIMER**



*Ms. Priest moved, seconded by Mrs. Hardy, that staff begin the process to name the Mooringsport Elementary School Library for Ms. Charlotte Latimer. Vote on the motion carried unanimously.*

## **REQUEST FOR ENI DATA**

*Mr. Ramsey moved, seconded by Mr. Rachal, to require staff to get Board approval before entering into any future contracts or agreements with ENI. Mr. Ramsey stated that he had changed his motion from what he had originally planned based on conversations with the CPSB attorney and that hindsight tells him if the Board was voting today, he would cast a “no” vote for the process that we are going through with this company. He said the first thing he saw was the tremendous step backward in the summer school results for 2009. Mr. Ramsey said a lot of different things were offered, and he believes a lot of them were good; however, being a proponent for staff development, he believes we do need to do this and to do it wisely. He said the information is available through the State Department and other sources throughout the state and these are processes that the district has been using for years, i.e. principal being asked to testify before the Board and the comment was made that the staff had been using this process for years, and the two studies mentioned by the staff done on ENI were actually in their home state and the State Department sent a copy of an independent research based study and the basic comments were there is not enough data saying how successful and how good a process that we have bought into. He also noted some comparisons and that a lot of success can be shown if you go into your lower performing schools and implement a program, saturating it with the basics such as vocabulary, phonics, etc. and then adding some filler to it, you will have success. He also noted that he believes the same information can be found on the bookshelves in Barnes and Noble. Mr. Ramsey stated that education is a process, and based on the fact that we are into it for approximately \$4 million for 27 schools this school year which means about three days a month there will be someone in these schools to help with teacher development and the most they will be able to work with the teachers would be an eight hour day less one hour for lunch and he doesn't believe they even provided resumes. Mr. Ramsey added that his point is that he supports staff development and getting the resources available to our teachers to help them do a better job with Caddo's students, but the scores, the School Performance Score and the District Performance Score, has shown the largest improvement since he has been on the Board and it wasn't with Target Teach. He said there have been schools that should have come out from under the Unacceptable category because of their hard work and using implemented practices prior to paying \$2 million in 2008 and another \$2.2 million for 2009. Mr. Ramsey stated he is not opposed to spending money to get good professional development because he believes this is the key; however, he has heard there are other things that will do it, and he believes we can put an evaluation program in the AU schools that is free. Mr. Ramsey noted that it is his opinion that this program was implemented so quickly that he doesn't believe we got in the training needed in order to see success. He challenged the staff in the future to spend the money wisely because the funds are limited and even Federal funds are taxpayers' dollars and should be spent wisely. He also stated that we need to look hard at the vendors and make sure it is not just a sales job. Mr. Rachal reiterated the comments made by Mr. Ramsey and that he believes we should be able to see results and asked the superintendent if he believes this company is providing the District the quality of services that we are paying for? Dr. Dawkins responded that he believes we will know more about what we have when it has been in place longer, as it has been in place for less than a year. At this time, the superintendent said he believes it is premature to determine whether or not we have received full measure. He also add that he agrees that we want to give our students and our teachers the best training so we can see the results, and if we don't see the results, shame on us if we don't make adjustments. He said the information received and the results achieved in other districts is real and he expects to see the same in Caddo; however, at this time, we have not been in this very long, and need to give it time to see what happens. Noting that there are all kinds of programs available, he also reported that many of them make promises, some of which they cannot keep. Mr. Rachal stated he is concerned that Caddo gets the best bang for the dollar and he believes if we throw this much money to students and teachers you should be able to see more positive results. Mr. Rachal said he hopes ENI will get the message from the discussion today and that maybe some pressure from the superintendent and administration will get their attention. Dr. Dawkins assured the Board that staff is continually in touch with ENI and will certainly hold their feet to the fire as they will anyone in which the District is doing business. Dr. Dawkins stated that he agrees we need to find the right solutions and staff will continue to monitor this very closely; and as indepth*

discussions take place, extra time will be spent on all the programs with the Board so everyone is clear, and if they have not been in the past, staff will make certain they are clear in the future.

Mrs. Crawley stated that she appreciates any Board member who wants the Board to review programs, and by making a motion to approve contracts, asked if this means the Board did not approve this contract or do we enter into contracts without approving them? Mr. Abrams explained there are two ways to do contracts, one is through the budget approval process and the other is through direct approval. Mrs. Crawley asked how was this contract handled, because she remembered a presentation being made and the Board approving it? Mr. Abrams responded that he knew there was an initial contract that was Board approved and the other was through the budget. Mrs. Crawley stated her support of reviewing and making a conscious decision to approve contracts whether they are doing great service or not, and it should be by itself and not in the budget for approval. Mrs. Crawley asked about the data that the Board does not receive and that she didn't like the numbers, but she was told they were all mixed up. Mrs. Crawley said she really wants to understand what we are receiving and asked the superintendent about the fact that the number of students that failed to pass the test is mixed in with the students who didn't even take the review in the summer, so those who did not attend summer school should be removed because it shouldn't be counted against a program or the one tutoring them. Mrs. Rosemary Woodard explained that the way the State Department releases the data is by everyone that tested in summer session and the only way that data can be extracted is to go through it student by student and pull it out which is very time consuming. She also stated that in looking at the summer pass rates, everyone did not pass, and about 20% of the students never show up for class but only to take the test. Mrs. Crawley asked if what is being said is there were not more students that did not attend that took the test and did not pass and more students showed up and took the test without the review, because we really need to know exactly. Mrs. Woodard explained that Dr. Dawkins has charged the staff to evaluate the programs individually and that is what staff is doing. She said individual data bases are created for students who enrolled, but there is no mechanism to tie attendance to test data right now. Mrs. Woodard responded that we do not have that capability, and Mrs. Crawley inquired as to how we will get that capability. The superintendent responded it will be a part of the new technology plan. Mrs. Crawley asked if it is our technology issue and the superintendent explained that some of it is. Mrs. Crawley then stated that you really can't scream about success or unsuccess.

Ms. Phelps thanked Mr. Ramsey for bringing this item and relative to summer, she stated that various concerns were shared with her about the program, so she is not surprised about the results we ended up with for a number of reasons. She asked when the Board is getting data they ask for, and as Mrs. Woodard stated that it is time consuming, then that is things that she believes should be done anyway. She said reports should be separate, and that is elementary, just like the question she asked last year as to how many 8<sup>th</sup> graders passed and failed the test which is the simplest answer you could get, but you see we didn't get it. With what some of these programs offer, it is almost common sense, and when ENI talks about high order thinking questions, these are things that we should be doing anyway. Ms. Phelps also stated that she remembers concerns being expressed before relative to all the consultant firms we have dealt with in the past and she has shared the same thing. Also, Ms. Phelps asked about the concern for programs that may come to the superintendent through staff and perhaps the superintendent would really take a look at, because she doesn't know how a staff person without a Master's Degree or a Doctorate Degree would recommend such a program, and this is one of them. She said this is a great concern and she doesn't understand how this can be answered, but asked the Superintendent to look at how these things come to the Board, where they come from, and the background of those persons, because it says to her that we need to look at things a little bit more before the Board approves them.

Dr. Dawkins responded that he believes the people who make recommendations are highly trained individuals, and many of them have been in Caddo a while, and some of them have not, but certainly programs will find favorites on either side of them and this is one we decided to work with and will monitor and see where it goes. He noted that on the data for summer school, we have not set the world on fire for the past five years with the highest being 28-30% and this year we went back, but that is not what we want to do and we want to improve and will be working on this as we move forward. In terms of the qualification of people and the quality of the decision, he believes people make the best decisions with the information we have and staff will follow up where there are gaps. Ms. Phelps stated that she will get with the Superintendent on this and so this is not taken lightly and is a concern, when administrators or administration is

based on their qualifications and their background and persons who are not of those qualifications bring such programs who are not administrators is a concern and has a lot to do with the programs we are getting.

Mrs. Bell stated that Board members were invited to visit a school in Arkansas that has implemented this program and when The Caddo Plan was presented, Board members were invited to visit any of the programs being proposed. She said sometimes Board members begin to tear up things without having looked at them. She shared with the Board that she and Mrs. Armstrong visited and observed the ENI program in place, and when they returned reported that it was a good program. She also said Board members are busy trying to say the staff can do it; however, is there enough staff available to carryout the program. Mrs. Bell also stated that it is always raised that there are too many at Central Office, so maybe we need to look at the cost for this. She said she is insulted when someone says that she and Mrs. Armstrong are not qualified to go when everyone was asked to visit these programs. Mrs. Bell said those that have not been in a classroom to teach should visit the classrooms with these programs in place, because how can you say a program is not working when you have not seen the program work. Mrs. Bell stated that she does not support the motion on the floor and believes it is unfair for someone to say she is not qualified to observe and return and share information with the Board.

Mrs. Crawford reminded Board members to not talk to one another and stated that she believes what Board members are saying is there was a lot of information in the packet.

Mr. Ramsey stated that he did not remember mentioning travel, but his comments are toward spending our money wisely and that this company has been in business for over 30 years and it's use is very limited in the 50 states and he believes there must be a reason for that, so he feels we need to pick the right company to do the right thing.

Mrs. Crawley stated that we need data (the number of pass fails), but also to understand that data, as well as faculty and staff opinions of the program and the information shared with the Board, i.e. complaints that the program did not serve the needs of the children. Dr. Dawkins stated that he has not received any complaints and assured Mrs. Crawley and the Board that the program will be formally evaluated; however, at this time, it has been in place less than a year. Mrs. Crawley stated that it should be evaluated each year and stated that the motion is not about just ENI, but it is about any program contracted, and that the Board will vote on it. She said by voting on this motion, it doesn't mean we are saying this program is a good program or a bad program, but we are paying attention. Dr. Dawkins asked the Board to be reminded that it will take three, four or more years to get it fully implemented and with all the changes in the school system, he doesn't disagree, but given where Caddo is, there will be a mid-term and an annual evaluation that he will bring to the Board.

Mrs. Armstrong stated her appreciation for all comments made and her agreement with most of the comments. She said there needs to be a more intensive evaluation of all Caddo programs, and we need to have some oversight with more involvement of the staff. Mrs. Armstrong stated that while the program they observed in Little Rock is a successful program, this program has been in place for a while which plays into its success. Also, one program may work for one system, but may not for another system. She said she believes it is important that we tighten up on our oversight of any program in place in Caddo. Dr. Dawkins added that the Board should be aware that staff will follow due diligence all the time and will assess and evaluate this program. He also assured the Board that there will be additional programs coming to the Board, because we still have a ways to go and it is always the staff's goal to involve and engage the Board and anyone else that needs to be engaged in what is being done to accomplish the District's goals. Dr. Dawkins stated that the children are too important to not move forward and some of the things we are currently moving forward with may or may not be what some around the table agree with, but the Board will certainly give staff the direction it needs. He also reminded the Board that there are a lot of things in place that have been for a long time and they are not working either.

*Vote on the motion carried with Board member Bell opposed and Board members Riall, Hardy, Burton, Crawley, May, Phelps, Priest, Crawford, Rachal, Ramsey and Armstrong supporting the motion.*

## **SUPERINTENDENT'S GOALS FOR 2009-10**

*Ms. Priest moved, seconded by Mr. Burton, to approve the proposed Superintendent's Goals and Objectives for 2009-10 to include restructuring alternative education of all schools, changing principals to staff and employees to employers. Ms. Phelps asked the Superintendent to elaborate on the inclusion of alternative schools in the goals. Dr. Dawkins explained that alternative education is inclusive of all schools that offer alternative education models. Ms. Phelps further explained that we have dealt with alternative education through some of the career paths and the technology that has been placed in the schools and asking for the structure of the alternative schools, i.e. Leadership and Military Academy and structure at the alternative schools is so they learn how to become better students and how to reinvent themselves and go back to their home school. Having heard complaints about the Middle School and High School alternative programs with students not wanting to go, she asked that a better job be done to better prepare our students and help them re-evaluate themselves and possibly return to their regular schools. Dr. Dawkins explained that the terminology is inclusive of all aspects of the alternative education. Vote on the motion carried unanimously.*

### **POLICY UTILIZING THIRD PARTY OUT OF COUNTRY RECRUITERS**

*Mrs. Crawley moved, seconded by Ms. Priest, that it shall be the policy of the Caddo Parish School Board that administration seeks the approval of the Board before utilizing the services of a third party recruiter in order to recruit persons not located in the United States to staff vacancies in the school system. Administration will be required to present documentation to support their recommendation of a particular recruiter or recruiting company which shall include past performance, relationships with persons recruited and references. Ms. Phelps asked the maker of the motion if she could offer an amendment relative to the present contract with UPI ending at the end of the 09 school year unless we re-enter with Board approval and that the Board is provided a status report. Mr. Abrams explained that we don't have a contract with UPI, and if there was one, it has been concluded; nor do we have a working relationship with UPI. Ms. Phelps asked if this was not the company with the Filipino teachers and the teachers are still here? Mr. Abrams said that is correct. Ms. Phelps asked if we are not in a working relationship with them anymore? Mr. Abrams again answered that is correct. Ms. Phelps asked if the teachers are still here. Mr. Abrams responded that is correct. Ms. Phelps again asked how can we not be in a relationship with them? Mr. Abrams said we no longer have a relationship with them, but we now have our own attorney. Dr. Dawkins reminded the Board that teachers are individual employees and not part of UPI. Vote on the motion carried unanimously.*

### **CONTRACTS FOR CHARTER SCHOOLS**

*Ms. Priest moved, seconded by Mrs. May, approval of the shared services agreements between Caddo Parish School Board and the Martin Luther King Neighborhood Association and the Shreveport Charter School. Mr. Abrams explained to the Board that there are two contracts (one with MLKNA and Shreveport Charter School) with Sabis and Edison, and explained that he brought a draft contract to the Board approximately one month ago that included the charter operators (Sabis and Edison). He said the RSD refused to be a part of the contract and staff held an approximately five hour negotiation with Sabis and Edison; and basically they refused to be a part of the contract and the RSD would not push them to be a part of the contract; and, after dealing with them, he didn't want them to be a part of the contract. Mr. Abrams explained that the contract was redrafted to reflect why Caddo Parish was entering into this agreement. After he highlighted these changes, he recommended that the Board approve them.*

*Mrs. Bell asked for clarification on the billing and payments and will they always be a month late?, and if the contracts were signed? Mr. Abrams responded that the contract has been signed by MLK, but not by Linwood as the language was only finalized today. Mr. Lee clarified that invoices for July and August have been submitted and payments are due from both schools on Friday (October 23<sup>rd</sup>), and the September invoices were just mailed. Mrs. Bell asked Mr. Abrams to clarify the special education services and Mr. Abrams explained they are using our related services and certain evaluations which are required by statute. Mrs. Bell asked if these services are included in the invoicing? Mr. Lee responded that as of this point, we have not been notified that they have used any of these services.*

*Ms. Phelps moved, seconded by Mr. Burton, to call for the question. Vote on the motion to end debate carried with Board member Crawford opposed.*

*Vote on the main motion carried unanimously.*

**APPROVAL OF REIMBURSEMENT OF FILING FEES FOR FILIPINO TEACHERS AND ESTABLISH A RESERVE FUND FOR REIMBURSEMENT OF POTENTIAL CLAIMS**

*Mrs. Crawley moved, seconded by Mrs. Hardy to approve payment of \$1,660 immediately to each of the Filipino teachers for the filing fees associated with the H-1B application and to place \$400,000 in a reserve account for reimbursement of any potential claims substantiated by the Filipino teachers with the concurrence of the U.S. Department of Labor.* Ms. Phelps asked that Mr. Abrams clarify when the process took place and when we hired the immigration attorney though we had a working relationship or we were affiliated with this organization for these teachers did that dissolve at what point, after we hired the teachers did we have no other relationship with the firm? Mr. Abrams said he can't answer the question as to what our relationship was with UPI, but he knows they were the recruiter and at some point in time they did have conversation with our personnel office; but the relationship, as far as he knows, was not a written agreement between the Caddo Parish School Board and UPI. He said we do know that they provided the applicants the avenue. Ms. Phelps asked did they not provide the transportation? Mr. Abrams said he believes that is the case, but the question was when did we terminate the relationship, and he can't tell you, but he can say at this point that there is no relationship and we have no relationship with their former attorney as of the hiring by the Caddo Parish School Board of its own attorney, which was last week. Ms. Phelps stated that she did not know if Board members understood that, but she thought that this is how we got the teachers, through this organization and there was some relation there, but if you are saying so, she hears what is being said now, and their attorney is speaking for the organization that misled Caddo Parish. Mr. Abrams stated that he will not comment on what was included in the attorney-client privileged communication. Ms. Phelps stated to the Board members that they can see where we are and she was sharing with Board member Rachal that we are talking about hindsight, but everyone knows this was a concern before and she really hates that we are in this position to even approve such a motion. Ms. Phelps asked Superintendent Dawkins where will the \$400,000 come from and Dr. Dawkins explained that it will have to come from the General Fund Budget. Ms. Phelps asked about the individual's amount and Dr. Dawkins said from the General Fund Budget as well. Ms. Phelps shared with the Board that if she had her way this would come from another fund, because there is definitely some responsible party and she hopes that we do not have to get into this situation again as it is very costly to taxpayers' dollars and honestly she is appalled to even have this conversation, but perhaps at this point we can be as honest as we can and asked Mr. Abrams to find out if there is anything else we need to address this issue before too much time passes, because the taxpayers deserve to know. Mr. Abrams stated that probably the best immigration attorney in the country is handling this situation on behalf of the Caddo Parish School Board.

Mr. Riall asked Mr. Abrams to explain the \$830 filing fee for an H-1B Visa and if it is a standard fee charged by the governmental authorities or is it by UPI? Mr. Abrams responded that it is his understanding that the \$830 is the standard fee charged for an H-1B Visa application and the \$1660 is for two years. Mr. Riall asked if there were some instances where some teachers were denied and they reapplied and the attorney is recommending that we pay \$1,660 even though some may not have had to apply a second time? Mr. Abrams further explained that it is his understanding that regardless of whether or not someone was denied or not, these Visas were for one year and they would have to pay a second year before this year is over with. Mr. Riall asked how did the Caddo Parish School Board end up with the liability for this? Mr. Abrams stated immigration law and referred Mr. Riall to the memorandum provided. Mr. Riall asked if we sponsored these teachers or did UPI? Mr. Abrams responded Caddo sponsored them and we are liable because we are the employer.

Ms. Priest asked Mr. Abrams if there are other districts across the state and country that are experiencing the same thing and Mr. Abrams stated that he suspects this will happen throughout the United States and it is not a Caddo Parish issue alone. He said he has given the Board opinions as to what Caddo Parish is going to do to make things right in order to be in appropriate favor of the US Department of Labor and that is the opinion the Board has. Ms. Priest stated that the teachers are here and they have a contract with us and asked if Caddo should retain these teachers a second year or more, what will be Caddo's liability? Mr. Abrams responded that at

the present time Caddo has a contract with them for at least another year and then the question becomes the H-1B Visa status, and the applications were done for one year and they have been for one year renewals and the question will be whether or not it will be a three year renewal or not, which he does not know the answer to that. Ms. Priest stated that her concern is we are doing this for one year and whether or not Caddo will have to pay this amount again. Mr. Abrams stated that this amount is what the immigration attorney has indicated is currently due. He added there are some who have been denied and there may be additional fees; and of course, if it is an employer duty, we will have to deal with it. He added that what the Board has received today is what the immigration attorney believes should be done in order to place Caddo Parish in the proper light and make certain Caddo is doing what needs to be done. Mr. Abrams asked the Board to understand that Caddo is a victim in this and no one from Caddo Parish knew that these fees were actually something that would be paid by the employer and was not advised of that.

Mrs. Crawley said this year we are being told that we sponsored them, but last year we were told we did not sponsor them; and asked if this will come before the Board or do we need an agenda item that anytime we have to pay a fee like this to get a teacher, it will have to come before the Board, because the Board was told year before last it was one year and then the second year snuck up on us and now the Board is being told another year. She noted that the minutes reflect a one-year commitment and now it's three years, so she is asking what is the real truth? She asked if an agenda item is needed so that this does not continue beyond what the Board has been told? Mr. Abrams stated that all he is telling the Board today is this is the amount of money due today, and he does not know what is due next year unless there is an application for an H-1B Visa and at that point in time, a fee would be assessed if the Caddo Parish School System decides it is going to do this. Mr. Abrams reiterated that this was for a one-year visa versus a three-year visa, which if you can get a three-year visa based on \$830, it would make sense to do so. He said, from what he understands, you don't have to maintain anyone's employment just because they get a three-year visa, because you are only committed to one year. He added it is up to the Board as to whether or not it wants to continue to hire the teachers that are here; but it has nothing to do with what the Board is going to do in the future, that is another issue; but it is about what is due now in dealing with a situation in which the School Board is a victim. Mrs. Crawley asked if it is an issue for the Board without a policy that says it is an issue for the Board; because it became an issue for the Board without a policy to prevent it. Mr. Abrams stated he is unclear about the question. Mrs. Crawley said the Board did not vote to do this, so how did it become an issue and how do we prevent it from becoming an issue in the future?

Dr. Dawkins again stated that he doesn't know what happened before, but there are no plans to recruit outside the country; and the issue of those who are here for the one, two or three years is one we will deal with now, but there are no plans for recruiting another group. Mrs. Crawley said she is asking how it became three years when the Board was told one year. Dr. Dawkins reminded Mrs. Crawley that he wasn't here when the Board was told anything. Mrs. Crawley said but the attorney was and he is the one saying we owe this money, and asked if we are trying to get ahead of the court telling us we owe this money? Mr. Abrams stated that the attorney was here as was the rest of the Board, but he does not make the decision as to when persons come to work here; but as far as the amount of money, he is advising the Board what the fee is based upon the recommendation from the immigration attorney. He added that the applications could have been made, and more than likely these persons were sponsored, and they could have begun the process of renewing it at any time during mid year and not waited until the end of the year to decide if they were going to need it. Mr. Abrams also reminded the Board that the attorney told the CPSB that there was a fee associated with this and would be paid by the CPSB. In hindsight and after these issues have been raised, our immigration attorney is saying that this is due and we owe it. Relative to the \$400,000, he advised the Board that this is to make certain we take care of any issues that are currently pending and not about what happens next year. At this time, he is assuming there will not be money coming out of anyone's pocket in order to do the things that have occurred, and hopefully with this we are in front of the ball making sure it does not happen again. Mr. Abrams added that as far as the School System being in a position of not paying fees that are due, this will never happen again, because the Board now knows better, but no one knew this before.

Mrs. Bell asked if it is possible to have a meeting with the immigration attorney so Board members can get answers to all these questions, since that is why we hired an immigration attorney? Mr. Abrams explained that the Board has the material that includes his recommendation 100% and is privileged information. Mrs. Bell stated she needs to call him,

because she has a lot of questions, and Mr. Abrams said Board members can phone him. Mr. Abrams stated that the attorney is trying to operate this in order to get it resolved as soon as possible. Mrs. Bell stated that she will vote for this item now, but there is a need for a meeting with the attorney, and asked that he be called and this meeting arranged.

*Mr. Rachal moved, seconded by Mr. Ramsey, to call for the question. Vote on the motion to end debate carried with Board members Riall, Phelps and Priest opposed and Board members Hardy, Burton, Crawley, May, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.*

*Vote on the main motion carried with Board members Riall, Crawley, Phelps and Bell opposed and Board members Hardy, Burton, May, Priest, Crawford, Rachal, Ramsey supporting the motion. Board member Armstrong was absent for the vote.*

## **EXECUTIVE SESSION**

**Student Readmission Appeals.** *Ms. Priest moved, seconded by Mr. Burton, to approve staff's recommendation for K.J., V.H. and R.W. as parents are in agreement with staff's recommendation. Vote on the motion carried with Board member Armstrong absent for the vote.*

## **SUPERINTENDENT'S REPORT**

Superintendent Dawkins reported that he and Mrs. Turner attended a meeting in Alexandria with approximately 40 superintendents regarding "Race to the Top". He said there were many questions which are being forwarded to the State Superintendent and hopefully answers will be received in approximately five to ten days. Once staff reviews and analyzes these, they will be brought to the Board with a recommendation as far as whether or not Caddo will participate in this program at the state level.

On November 3<sup>rd</sup>, Dr. Dawkins announced that the Compensation Salary Survey presentation will be made to the Board, which upon Board approval will give the District some stability in the Salary Schedule.

Dr. Dawkins announced that he met with the District Attorney, representatives from the court and Volunteers for Youth Justice, and staff members to discuss the attendance abatement program with our attendance improving. He added that this program has been funded over the past couple of years through a grant and ways are being looked at for continuing this program to help ensure that every child is in school every single day.

The superintendent announced that he will be asking President Crawford for a special session on November 3<sup>rd</sup> for a review of his vision and restructuring of the Marketing Department as well as the recommendation for the director of special education. Dr. Dawkins also stated that he will have for the Board extensive background information on the vision for planning to receive feedback from the community on educational visioning sessions throughout the community as to what the vision should be for the next 20 years. He said this will be concurrent with the Facilities Study since the programs should drive the buildings and construction and renovation vs. the buildings driving the programs.

Dr. Dawkins, in conjunction with the comments regarding ENI, stated that in looking at programs and bringing them to the Board, staff will also be bringing programs that we plan to abandon, because some of them have outlived their usefulness and have been a drag on the system for some time.

## **ANNOUNCEMENTS AND REQUESTS**

Mrs. Crawley asked for an agenda item regarding board approval of employment of any employee or potential employee, other than foreign language teachers, requiring an H-1B application.

Mrs. Crawley asked that staff provide the Board with LEAP scores by schools in zip codes. Staff advised that this information is not available through the State at this time. Mrs. Crawley

stated that she believes this would be valuable information to have. Dr. Dawkins stated that the new technology will allow us to do some of these things.

Mrs. Crawley asked that Chief Murry begin to evaluate the process for addressing the need for a crossing guard at Viking and Olive.

Mrs. Crawley asked if there are computers in the Computer Literacy Class at the MJ Moore Math/Science Middle School?

Mrs. Bell asked for a meeting with the immigration attorney. She also asked that the Superintendent visit the TBuilding restroom at Walnut Hill and at possible walkway covers from the TBuildings to the main building at Turner. The superintendent reminded the Board that this is the reason for doing a Facilities Study so we can assess these type situations.

Mrs. Bell congratulated Turner and Donnie Bickham Middle Schools for being selected for the \$1 Million Dollar Grant for struggling readers. She also invited Board members to attend the first leadership breakfast at Huntington High School, 9:00 a.m. on Friday, October 23<sup>rd</sup>, which is in conjunction with the law program at Huntington. She also asked that everyone please pray for Otis Jones, director of transportation.

**Adjournment.** *Mr. Burton moved, seconded by Mrs. Hardy, to adjourn. Vote on the motion to adjourn carried* and the meeting adjourned at approximately 7:15 p.m.

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita Crawford, President



**November 3, 2009**

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 5:30 p.m. on Tuesday, November 3, 2009 (immediately after the CPSB Special Session) with President Bonita Crawford presiding and Lillian Priest and Charlotte Crawley present being a quorum. Other school board members present were Steve Riall, Eursla D. Hardy, Willie Burton, 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. The prayer and Pledge of Allegiance were omitted.

## **PRESENTATION**

**Salary Compensation Study.** Superintendent Gerald Dawkins introduced Jeff Rahmberg who shared with the board an overview of the process and the results of their work in conducting the salary compensation study. Mr. Rahmberg shared his experience in working with school districts for approximately 33 years in the compensation arena. Mr. Rahmberg's report consisted of the scope context of their work, the tasks they completed, the job evaluation process (what it means and what is involved as this is the area where they dealt with internal equity issues, what grades positions should be), their perspective of the market, data, pay structures, and implementation. He also expressed appreciation to the members of the steering committee for their assistance during this process.

Mr. Rahmberg explained the goal of their work was to assure that the School System's pay systems are both internally equitable and externally competitive and that the scope of the engagements (seven key aspects) included a thorough understanding of all the jobs, qualifications and responsibilities. He added to do this they introduced two new job evaluation methodologies to determine the relative value of jobs, with the emphasis on jobs and not people, and the market analysis, which was clearly an important aspect of their work, the pay structures, and guidance to administer the systems on an ongoing basis. He stated the work that was done was not just about saying in 2009 what should we pay our employees, but in addition to that and more important than that, here are systems that will enable the District to continually ask and answer these questions on an ongoing basis, so the investment has been in a system and not just a one time study. Mr. Rahmberg added that another important scope of the work was implementing these new programs.

He explained that a lot of time in the beginning was spent collecting information, i.e. job descriptions, organization charts, salaries, payroll schedules, benefits, grievance documentations, etc. A job evaluation questionnaire was developed and distributed to all the administrative and professional-non administrative staff and approximately 1,500 responses were received. Mr. Ramberg reported that interviews were conducted with the District directors, members of the Compensation Study Committee on an individual basis and those who had expressed concerns that their jobs were in the wrong grade. All job descriptions were reviewed and ultimately 57 were modified, with an important part of their work being to develop a job evaluation plan. He also reported that every position (not person) was evaluated and a market analysis was done of the professional, non-administrative staff and under the administrative staff, they looked at principals, teachers, bus aides and bus drivers, librarians, OTs, PTs, psychologists, speech pathologists, etc. Mr. Rahmberg also announced that the compensation study team put together updated grade structures and salary ranges to indicate the difference in what is currently being used and what is suggested to modify and simplify the structure, as well as principles for arriving at principal salaries. They also re-evaluated and are bringing suggestions on how compensation should be figured for those individuals who work more than 182 days and are tied to the teacher salary schedule.

Regarding job evaluations, Mr. Rahmberg shared two plans, one for professional, non-administrative and one for administrative as well as updated plans, with these plans including criteria used. Caddo's current plan has five criteria and is different and more comprehensive. He said they believe this criteria is relevant criteria when it comes to evaluating positions, and the criteria is what they have used around the country for 33 years and is born from language in the Equal Pay Act which says you must pay two jobs the same based on skill, effort, responsibility, and work conditions, and when everything is said and done, the 13 factors will fit in one of the proposed areas.

The factors related to the administrative positions included the use of 9 criteria instead of six, and the detailed scales for each of the criteria with jobs being rated against those scales to determine the pay scale. He explained that the rating was actually done by one person who does this for a living, since it is all about relativity, because if different persons are doing the rating, then you will not have the consistency; thus, one person literally read 1,500 questionnaires, read every job description, and went through the entire evaluation process, and he double checked them behind her. He also said that Lisa White, the person who did these evaluations, does not know anyone here which is what you want so you get a much more pure objective analysis.

Mr. Rahmberg explained the sources used to gather the market data – the Louisiana Department of Education PEP (Profile of Educational Personnel) and a survey (Regional School District Survey) of which four participated. They took the information submitted by every district in Louisiana as well as a select targeted list and worked with the Steering Committee to determine Bossier, Calcasieu, DeSoto, East Baton Rouge and Webster Parishes for evaluating the administrative positions. He said they also used this same set of data for looking at principals' pay, as well as assistant principals, bus drivers, bus aides, librarians, psychologists, PTs, Social Workers, OTs, etc. He said they also looked at the Occupational Wage Survey which gives information on positions not just in public education, but in other industries as well, and they found matches for nine administrators and 40 non-administrators.

In summary, Mr. Rahmberg explained that their work said to him that Caddo is pretty competitive and in lots of measures was in line with the market, being pretty much in the middle and in some cases a little higher. He shared with the board proposed pay structures, comparing them to the current pay structures, and explaining the reasons behind the recommendations, proposed ranges, steps for the administrative and professional, non-administrative groups. He noted that the salary ranges mostly start out the same, but they are recommending reducing the salary ranges as you move through the structure, and this is based on their analysis of what the market says. He noted that Caddo's structure states that you pay all directors on the same pay grade, but the proposed structure does not, but they should be split because while they are all important, they are not all the same. He also stated that the recommendations include some jobs going up and some going down, but will not turn the District upside down, because Caddo has a good system and has tended to that system using the criteria and if the board approves the proposed program, it should do the same thing – don't ever place a job on a grade without going through due diligence. Mr. Rahmberg said that he believes what can be taken from this is that an objective review has been provided by an organization who does this work more than the District does.

He reminded the board that it currently has a system formula for figuring principals' salaries, etc. considering their educational background as well as the size of their school, and the bigger the school the more they get paid; and believing that this is more complicated than it needs to be, they are suggesting that it be simplified. They also worked on formulas for those who work more than 182 days but are tied to the teachers' pay scale; and they believe there is more work to be done in the Special Education Department especially as it relates to staffing levels and work years. He also believes there are some opportunities here to make this work more effective and encouraged that more attention be given to this area as it relates to work year.

With regard to Caddo's current process for pay differentials for teacher aides, cafeteria monitors, library clerks, he reported they are making some simple suggestions that should make it easier for those who administer the program, as well as some suggestions for those in the school lunch program since there is a difference in pay for managers based on participation levels as well as the type of school. Mr. Rahmberg stated that it is a proven fact that the simpler it is, the better it will work, and complicated systems do not work as well.

Regarding implementation, Mr. Rahmberg stated that assuming the plan and suggestions are adopted by the board, progression models will need to be put together and highlighted how the process would proceed explaining the green circled employees (those whose current salary is less than the minimal being proposed and thus would be placed on Step 1), and the cost involved in moving these employees to the correct step, and red circled employees (those whose current salary is more than the maximum of the salary range and will stop). He further explained that they would not recommend decreasing their pay, but freeze their salary until the salary range catches up, and that the board should constantly be adjusting these ranges by a certain

percentage. Mr. Rahmberg stated that they will also assist the District in updating their guidelines for managing this program in moving forward and what actually is done when a new job is created or if someone wants their job reviewed, etc. He also stated that there is a need to have a defined process to introduce or communicate this study to the employees, which will be a challenge since Caddo is a big organization.

Mr. Rachal asked about the cost of benefits? Mr. Rahmberg responded that a review, not comparative market analysis, was done on the District's benefits for reasonableness and to make sure they were not out of line with what they were seeing; they did not survey other districts for benefits, but evaluated Caddo's program which appears to be fine. Mr. Rachal asked for clarification and if this is the case is he correct that we do not know where our benefits fit. Mr. Rahmberg stated they have a sense that it appears fine; however, they can get this data. Mr. Rachal asked the superintendent if he was comfortable with this, and Dr. Dawkins responded he is pretty comfortable with the information; however, if in looking at the benefits they give us any information in light of current health care costs, it may be something we want to look at in the future. Mr. Rachal asked if it is necessary to get them in the blend. Dr. Dawkins stated that staff will follow up.

Mrs. Crawley stated that she has been getting information from the business community saying that we offer too great an incentive to leave the school site, i.e. principals, and asked if Mr. Rahmberg is aware of this. Mr. Rahmberg stated that the salary levels are competitive, although they are not with the districts in Texas. Mrs. Crawley asked if, in their study, the committee ranked the jobs in such a way that it doesn't make it attractive for principals to stay in principal positions. Mr. Rahmberg said it is typical for districts to deal with the fact that it is not attractive enough for teachers/principals to go to Central Office. Mrs. Crawley added that while Mr. Rahmberg noted they did not see this problem, she likes for the leader at the school, as one of the most important persons in the parish. Mr. Rahmberg reiterated that he believes the relationship between the jobs in the field (principals) and Central Office personnel is fine. He also stated that there is a differential when it needs to be and not a differential when it needs to be. Mrs. Crawley asked about how red circled employees will be affected when employees are given an increase, and when other employees are given a percentage increase, will the others be given something, and if board members will be receiving more specific information. Dr. Dawkins asked for clarification on the specifics Mrs. Crawley would like to have, and she responded she would like information relative to green and red circled positions and what their new grades will be. Dr. Dawkins responded that staff can provide the requested information.

Mrs. Armstrong asked how soon will we move forward with this plan. Dr. Dawkins responded that once all the Board's questions are answered, the process will take approximately 90 days to complete; thus the process can begin in January and hopefully be completed by March. Mr. Lee responded that as soon as Personnel can generate PTOs for all the changes, staff can accomplish this approximately in March or April, which could mean a mid-year adjustment. Mrs. Armstrong asked the superintendent if it is planned for the November CPSB meeting? Mrs. Armstrong expressed appreciation for the thorough acknowledgement of the work done on this study.

Ms. Priest asked about conducting interviews and asked how many individual grievants were interviewed and did it represent a good cross-section from those the board has seen. Mr. Rahmberg responded he believes it was approximately 15 and he doesn't believe it represents a good cross section of the whole system. He said they also read the questionnaires which resulted in a lot of questions and Lisa would call supervisors to explain some of the responsibilities and get clarification, because she will not evaluate a job unless she has a thorough understanding of that job. Ms. Priest asked staff to elaborate on Special Education and the comment that it is not necessarily a compensation issue but a staff issue. Dr. Dawkins explained that there is an opportunity now to look closely at the Special Education operations staffing and organization, resources, etc. because there is a comprehensive set of skills and people in this area. He has talked to Mr. Rahmberg about his observations around the world relative to this issue to get input regarding looking at the structure and maximizing what we do have in place. Ms. Priest stated she believes this is a good working start because it gives us specifics rather than continuing to make decisions based on emotions, and she was glad to hear that Caddo is competitive, because we are, in a lot of situations, being informed that we are not competitive, and a lot of times it is based strictly on salary and not the entire benefits package.

Mrs. Bell stated she does not understand this and never has understood different grades for different positions. She asked that a work session be scheduled on this subject alone to explain the positions, grades, etc. The superintendent responded that staff will be more than happy to schedule such a session as there is no recommendation being brought for the board's consideration at this meeting and he will only bring a recommendation to the board once all the board's questions are answered. Mrs. Bell asked about the comment of moving people, and the superintendent explained that information on the categories and individual positions will be shared with the board in the overview, because there are categories of individual positions that will be affected if the board approves the proposal. Dr. Dawkins also clarified that this process could possibly take until April.

Mr. Rachal asked about the cost for these changes and how the budget will be affected. Jim Lee explained that based on the ones that need to be moved up (doesn't include Special Ed); it is approximately \$240,000 plus retirement. Mr. Rachal asked about the overall annual affect. Mr. Lee said there could possibly be some small movements; but, and he shared himself as an example, there are some who will not go back, but they will also not be moved up. Mr. Rachal asked if he understands that the total effect is only one quarter of a million dollars. Mr. Lee said for the ones that are being recommended to be moved up on the salary scale based on a review of their job description. Mr. Rachal clarified that he is not referencing a specific group, but he is talking about everyone. Mr. Rahmberg explained that they are recommending going from the plan Caddo has now and create new steps since the ranges being recommended are different, and the payroll is approximately \$50-\$60 million for all administrative and professional, non-administrative and this will cost the District about 1% of the \$50 million (payroll) or \$500,000, plus the \$200,000. He explained that it will depend on where employees' salaries fall as to whether they receive a 1/2 % or 1.5%. Dr. Dawkins added that before a recommendation comes to the board, a complete financial impact will be provided to the board.

Mrs. Crawley asked if job descriptions were done and if any changes were made in required degrees. Mr. Rahmberg responded that every job description was reviewed and revisions were made to about 25% of them. Mrs. Crawley asked if these will come to the board for approval of the changes. Dr. Dawkins stated that the board will have to vote on all of this and staff will determine how best to present it to the board. Mrs. Crawley said that she appreciates Mrs. Bell requesting a work session to discuss this issue as she doesn't see it coming to the board in November or December for anything more than information. Dr. Dawkins responded that staff will schedule a work session prior to December and determine how the board wishes to move forward. Mrs. Crawley asked if she understood that the study reveals that Caddo's teachers' pay is dead center in the State. Mr. Rahmberg explained that it is dead center with the five Districts surveyed, and those numbers are fairly comparable. Mrs. Crawley asked if supply and demand were considered. He said he is aware in public education today that there are certain positions that are harder to fill and there are schools that are harder to staff, so there are a number of programs and incentives out there. Mrs. Crawley asked about staff training as it relates to getting these persons on grade, and the recommendation of having a committee in place to review and keep the system in line. Mr. Rahmberg stated he hopes a committee such as what the School Board has in place would continue and help govern the program by doing the analysis and determining the grade of a new position. Dr. Dawkins responded that one of the most important outcomes of the study is the ability to update this on an annual/on-going basis and a team will be put together to do this, and it could be the committee in place plus some additional members.

Mrs. Crawford stated that we need to know how this will affect the budget and more specific information is needed on some of the suggestions. She also asked if, in proceeding with the technical transfers, they will work with the new system. Dr. Dawkins stated that it will; and, in fact, we will be more efficient once the new system is implemented.

**Educational Visioning Process.** Superintendent Dawkins shared with the board that in addition to the process in place to review the District's facilities, the staff has also been involved in the City/Parish Master Plan Sessions; and in moving forward with our own facility needs, an effort is being made to clearly understand what the vision is for our children when we reference World Class Schools. He said the study, educational visioning process, is being launched and he is seeking the board's input as this process is launched to make sure it moves in a direction the board members are involved in. Dr. Dawkins said we are looking at what our educational system should look like for children as they move forward over the next 10-20 years, and to begin the process he has asked each board member to submit two community names of individuals to help

in beginning the discussion as it relates to the priorities for students in our schools. He reminded board members that buildings should not drive curriculum, but curriculum should drive the buildings. He said in the process besides the two representatives from each board member, staff, parents, community members at large, city and parish government, post secondary community, service organizations input will be sought as well. He said we will begin getting feedback from these two groups of people in January. Dr. Dawkins explained that it will be school-based and a system of working with our school teachers and they are interested in hearing from everyone for input in this program.

Dr. Dawkins went on to explain that another part of the process will be an infrastructure assessment, planned development, housing trends and patterns, land use, vacant buildings, live births, and local demographic information which has been gathered through the Master Plan process.

The third strand of the Visioning Study will be looking at national standards and looking at best instructional practices, asking what benchmarks around the country do we want to measure ourselves against. He added that there are building innovations around the Nation that the District should be playing close attention to making the best use of space with the buildings that we have in place. He also said we also want to be innovative when looking at buildings, renovating or demolishing a building, and he noted the buildings in the District that have problems needing addressed. Regarding innovative partnerships and how we work with the partners in the community to achieve our goal is also an important aspect of the study as we look at buildings that may be renovated or new schools built in conjunction with what may be going on in those communities.

Dr. Dawkins explained that the plan is to use the information from all of these to help craft a new vision for Caddo's schools as the students in Caddo deserve the best learning experience that we can give them. He reported that once this new vision is crafted it will be taken into the communities in the District and will be brought to the board as to what is possible for Caddo's students. The timeline for this process will go into May and June and he said he has no idea at this time what it will cost or what it will look like; however, it will be launched with the full understanding that the results of anything that we do may or may not be agreeable to everyone in the community, but he believes we cannot continue to sit in a school system and not give Caddo's students the advantage of better facilities and better instruction for the long term. He said this information presented will be shared with the board and asked that those who have not provided their representatives for this committee to please submit their names to his office as soon as possible. Community meetings will also be held with parents to get input.

Mrs. Hardy expressed her appreciation to the superintendent for his vision and for doing what is best for the boys and girls of Caddo Parish.

**Grants Update.** Dr. Dawkins announced that each month in the future a synopsis will be brought to the board on the grants in place, what will be done with them and the financial impact of these grants. At this meeting, the superintendent reported on Louisiana Striving Readers, Carol White PEP, and Options/Employ (at Hamilton Terrace) Grants that are currently in place, highlighting aspects of each of them.

Mrs. Crawley asked for explanation on the "two approving authorities", and the superintendent responded that it is referencing their board and the Caddo Parish School Board.

As a point of personal privilege, Board member Bell expressed appreciation to the interpreters present in today's meeting from Huntington High School.

#### **ESTABLISH THE AGENDA FOR THE NOVEMBER 17, 2009 CPSB MEETING**

Superintendent Dawkins highlighted the agenda items being presented for the November 17, 2009 meeting and the following discussion ensued.

**Revisions to Student Discipline Policy/Blue Book.** Dr. Mary Nash-Robinson explained that the current student discipline policy addresses defacing, stealing or destroying school property, but it does not specifically address defacing, stealing or destroying personal property which has caused some building level and administration some difficulty in dealing with these infractions

fairly. She further explained that the committee is recommending that the infraction grid be amended to include personal property. Mrs. Bell asked if this means personal property of students. Dr. Robinson responded that it means personal property of students and of staff. Mrs. Bell asked if it is possible to break this down in the policy to further explain “personal property of staff”, “personal property of students”, etc. Dr. Robinson added that there is time to reconsider this if further clarity is needed. Mr. Rachal asked if the policy will only include those who are supposed to be on the property. Mr. Abrams explained that he believes personal property means personal property of anyone who might be on the campus, and if it happens on the campus (whether stealing, defacing, etc.), it should apply and suggested that language be left as *or personal property* so it is all encompassing and include visitors on the campus as well. He further explained that this gives us the ability to discipline if any property is stolen or defaced.

**Policy Requiring Board Approval of any Employee or Potential Employee (Other than Foreign Language Teachers) Requiring an H-1B Application.**

Mrs. Crawley reported that she has talked to Attorney Abrams concerning this and information should be forthcoming or it will be postponed. She said she believes that anytime the School Board is going to put out large sums of money to bring teachers and where money could be better spent recruiting teachers, she believes the board should be making these decisions. Mr. Abrams explained that as to the policy, which Mrs. Crawley asked him to draft this afternoon, it presents the following issues for the board. Caddo currently has foreign language teachers that require an H-1B status, plus Caddo has teachers working in certain areas from the Philippines who are currently working on their H-1B status. He said all these persons have a one year H-1B visa that is currently being worked on, and once we get these straightened out it will require an extension. He said at this point it requires that Caddo allow an extension or vote to stop the process and further explained it is his understanding if the board chooses to allow an extension, it does not have to guarantee them a three-year contract if it is extended three years. He also said if the board does such a policy, it will have to grandfather in those already in place and attempt to fix the others as we move forward or conclude the one-year visa, fixing what is here, and knowing that at the end of the one-year period, the board will have to decide if it will extend again or not. Mr. Abrams added that once a determination is made, it will be brought back to the board as there will be dollars associated with the extension. He reiterated that Caddo will have to pay for these H-1B visas and he believes it is the same for the foreign language teachers also.

Mrs. Bell stated she is unclear on this item and desires that the board is provided additional information. Mrs. Bell again requested that a meeting be scheduled with the immigration attorney so that she can get clarification on her questions.

Mrs. Crawley stated that she believes she and Mr. Abrams are saying the same thing, because she said to exclude foreign language teachers because we have had Codofil teachers in the District for many years. She also asked if someone comes from a foreign country, does Caddo always pay their H-1B visa? Mr. Abrams responded that the word is we have never paid it before and this is a new issue. Mrs. Crawley said that is what she is talking about and the situation we have found ourselves in now with the board having to vote to pay this after the fact; and she believes the board should know upfront that we are recruiting teachers we must sponsor and pay for their H-1B visas and that there is a policy where the board approves doing this.

**Signs in School Zones Regarding Not Texting.** Superintendent Dawkins explained that Chief Murry is working with the City and there is a process to address this issue and will share this information with Board member Phelps for further direction.

**CONFIRM THE AGENDA AND CONSENT AGENDA**

Mrs. Crawford recommended Items 7 and 8 as the consent agenda. *Ms. Priest moved, seconded by Mrs. Crawley, to approve the proposed agenda and consent agenda for the November 17, 2009 CPSB meeting as presented. Vote on the motion carried unanimously.*

**POLL AUDIENCE**

Evon Malray, CPSB employee, addressed the board on the compensation personnel and salary study. Mrs. Malray stated that she has been an interpreter for over 25 years and believes the Caddo Parish School Board must conform to its own established policies and goals of hiring

highly qualified staff which includes educational interpreters. She said the Louisiana Board of Elementary and Secondary Education in October 2006 adopted into law state qualifications and requirements of a highly qualified educational interpreter and currently some of the staff being used in the District to provide services to the hearing impaired students are being used because qualified interpreters who have the skills and the experience will not apply for these positions because of the low pay scale. Mrs. Malray explained the direct impact this has on the quality of education of the students and what they have access to, and she encouraged the board to adopt the proposal presented with the new salary schedule to ensure retaining current qualified interpreters and ensure recruitment of additional highly qualified interpreters for Caddo.

Peggy Gray, interpreter, addressed the board on the salary compensation study and shared with the board background of her experience as an interpreter. As a National and State Certified Interpreter, as well as mentor of the Northern Part of Louisiana for the State Department of Education, she shared on behalf of interpreters present in the meeting the commitment and willingness to improve themselves through skills and what they provide to the students. She stated that Caddo Parish has the largest number of interpreters participating in the state-sponsored program, and they are doing this on their own without compensation. She also shared with the board the number of interpreters with degrees who have declined positions in Caddo because of the pay level. She strongly encouraged the board to accept the salary compensation plan presented and increase an appropriate level, skills and requirements of the highly qualified individuals currently in Caddo and those we can hopefully employ in the future.

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, recognized the interpreters in the audience and noted their importance in the District. She also noted where these professionals are on the salary schedule and because they are a very viable part of the Caddo School System, she encouraged them to be present at the meeting tonight. She announced they will be bringing back details on how they are going to implement their part of the salary schedule. Mrs. Lansdale also noted the ISS employees, for example, and where these employees might fall in the study, as well as bus drivers, those who file grievances, teachers being in the middle of the salary schedule, salary trends, and asked who selected the members on the committee because the names she heard are those that have denied these employees which led to the grievances. Mrs. Lansdale said they were never asked for any input and their professional organization deals with professions and those in the schools everyday. Regarding the budget, she reminded the board what it allocated in the last board meeting to clear up budgetary issues being faced.

**Adjournment.** *Mrs. Crawley moved, seconded by Ms. Priest, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:23 p.m.*

**November 3, 2009**

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, November 3, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Eursla Hardy, Willie Burton, Charlotte Crawley, Lola B. May, Lillian Priest, Barry Rachal, Larry Ramsey, Ginger Armstrong and Dottie Bell. Also present were Dr. Gerald Dawkins, secretary, and Reginald Abrams, legal counsel. Mrs. Hardy led the prayer and Pledge of Allegiance.

### **VISITORS**

Mary Giecek addressed the board on a transportation issue with Bus No. 6 and her concerns regarding the bus stop. She stated that she appeared before the board in the past and for approximately one month, she has been attempting to get the bus stop adjusted since the children are getting on the bus at 6:30 a.m. and they do not get home until 4:15 p.m. She said an adjustment was made, and the children are now catching the bus at 6:35 a.m. and get home between 4:00 and 4:15 p.m. Mrs. Giecek shared with the board the sequence of attempts to talk to transportation, conversations she had with the superintendent, and other office personnel. She stated that she believes it only fair that the first person on the bus in the mornings should be the first person off in the afternoon. Mrs. Giecek highlighted the route she is concerned about and she believes if it is for the betterment of the children that staff would consider adjusting a stop. Mrs. Crawford stated that the superintendent will check into her concerns.

### **PERSONNEL RECOMMENDATIONS**

*Ms. Priest moved, seconded by Mr. Burton, to approve the personnel recommendations as recommended by the superintendent and submitted in the mailout. Vote on the motion carried unanimously.* Pam Barker was approved as the Director of Special Education and Annie Cherry was approved as the Assistant Principal at Vivian Elementary/Middle School. These appointments will receive the appropriate salary as noted on the appropriate salary schedule.

### **APPROVAL OF JOB DESCRIPTIONS**

*Ms. Priest moved, seconded by Mrs. Bell, to approve the job descriptions for restructuring of the Communications Department as recommended by the superintendent and included in the mailout.* Superintendent Dawkins stated that these job descriptions are the beginning of a process to restructure our Communications and Marketing Department and noted that the titles are director of communications and marketing and assistant director of marketing and media services. He explained that the plan is to do a much more extensive job in making certain that we capture all of our abilities and potential with the media, as well as our internal and external communications and marketing, in ways that have not been done before. Dr. Dawkins explained that he met with the general manager of a local TV station who has agreed to assist us with the screening process, as well as the public relations director at the Council of Great Cities Schools. The job levels will be at four and six and not the executive level as in the past. Mrs. Bell asked if this will be a national search or only in-house? The superintendent responded it will be a national search. *Vote on the motion carried unanimously.*

### **EXECUTIVE SESSION**

**Student Readmission Appeal.** *Ms. Priest moved, seconded by Mr. Rachal, to approve staff's recommendation for R.M. whose parents are in agreement. Vote on the motion carried unanimously.*

**Legal Updates.** *Mrs. Crawley moved, seconded by Ms. Priest, to go into executive session for 15 minutes for the purpose of hearing litigation updates. Vote on the motion to go into executive session carried and the board went into executive session at approximately 4:47 p.m. The board reconvened in open session at approximately 5:28 p.m.*

**Adjournment.** *Ms. Priest moved, seconded by Mrs. May, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 5:29 p.m.*

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita Crawford, President



**November 17, 2009**

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 17, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Eursla Hardy, Willie Burton, Charlotte Crawley, Tammy Phelps, Lillian Priest, Barry Rachal, Larry Ramsey, 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.

**CONSIDERATION OF MINUTES OF THE OCTOBER 6, 2009, OCTOBER 20, 2009 AND NOVEMBER 3, 2009 CPSB MEETINGS**

*Mr. Burton moved, seconded by Mrs. Hardy, approval of the minutes of the October 6, 2009, October 20, 2009 and November 3, 2009 CPSB meetings as submitted. Vote on the motion carried unanimously.*

**ESTABLISH AGENDA AND CONSENT AGENDA**

Superintendent Dawkins highlighted items for the board's consideration. He noted that at board members' stations is a revised copy of the Construction Bid backup as staff was notified on Monday from the Federal Government that the Qualified School Construction Bonds now fall under the Davis-Bacon Act and that without Board approval to change the funding source to Capital Projects, it will need to be rebid. Mrs. Crawford announced that Item 9.02 is postponed until the January meeting, 9.03 is postponed until the December meeting and the consent agenda items are 7.01-7.03, and 8.01 and 8.02.

**PRESENTATIONS AND RECOGNITIONS**

Colonel Durr announced the promotion of Cadet Joe Valentine to Cadet Corps Commander, highlighting the steps in the competition that a cadet must achieve before receiving this promotion. Cadet Valentine will attend LSU Shreveport and major in business. President Crawford, Superintendent Dawkins and Cadet Valentine's parents participated in the promotion ceremony.

Vera Jones, Lavetta Palms, Mariah Underwood and Peggy Miles of the National Sorority of Phi Delta Kappa and Project Yes in their commitment to help make education a possibility for all students and to encourage parents to support educators in the schools announced they will provide funding in ten public schools in Caddo Parish for PTSA membership dues. Also in conjunction with Ingersoll Elementary and the Caddo District PTSA, members of the Beta Alpha Chapter will provide community support for students and their families by offering volunteer services to assist those families with academic needs. Mrs. Palms announced that Phi Delta Kappa presently affords assistance to six schools – M J Moore, Oak Park, Ingersoll, J S Clark, Newton Smith and Woodlawn and expressed appreciation to the benefactors as they pledge to continue to support schools through the PTSA as well as incorporating their philanthropic efforts in other schools in Caddo. Members of Phi Delta Kappa were recognized along with the principals of these schools. Mrs. Jones announced that a reception will be held at a later date at which time checks will be presented to these schools.

Dr. Mary Nash-Robinson, assistant superintendent for Human Resources, introduced the following new administrative appointments: Dracy Peters, Network Manager, Pam Barker, Director of Special Education, and Annie Cherry, assistant principal of instruction at Vivian Elementary/Middle School.

Mrs. Hardy introduced Nicole Blake, the new education reporter for *The Times*.

**VISITORS**

David Wells, teacher at Caddo Magnet High School, addressed the Board on block scheduling. He shared with the board that Caddo Magnet is a school of excellence and strives to be a world class school that continues to attract world class students. Mr. Wells

stated he is concerned about changing the scheduling at Caddo Magnet to block scheduling because of the reduction of class time spent in a particular course and he doesn't understand how it will be possible to cover a full year of college level work into three-fourths of the time. He noted if there are studies that show block scheduling improves schools' scores, he would like to know where they are, because he believes most evidence indicates the opposite. Mr. Wells indicated he has many questions about the block scheduling and has shared these with the superintendent and some of the board members. He encouraged the board to not place this scheduling on a five-star blue ribbon school, but find alternatives that will not require watering down the curriculum and continue supporting the program at Caddo Magnet as the board has done in the past.

Jackie Lansdale, president of the Caddo Federation of Teachers and Support Personnel, addressed the board on salary schedules and asked the board to address the years of experience or steps for the Filipino teachers as is done for any other new hires, to look at salary schedules for bus drivers that recognizes job experience and longevity as is done for other positions, and to reevaluate the other groups such as interpreters and in-school suspension facilitators. Mrs. Lansdale noted that according to the salary compensation study, Caddo is in the middle of all surrounding and comparable districts when looking at teacher salaries; and if so, we are only going to be competitive if there are other things such as benefits or superior working conditions thrown into the mix. She said public education is in the middle of reform necessitating many changes; and the Caddo Parish School District is facing greater demands to educate children with the needs of the 21<sup>st</sup> Century, and these changes will require employees to be flexible and to adopt new strategies and techniques that will better the educational opportunities for the district's children, which will place a greater demand on the district to hire employees that can face up to the challenge and adept in learning new ways of teaching and communicating with students to satisfy the every demanding need of teaching those skills that the jobs of the future will demand.

Leola Scott, bus driver, addressed the board on concerns bus drivers have regarding the safe transportation of Caddo's students. Issues brought forward from their meeting included crowded seating, bus exchange problems that are making students tardy for school, and discipline problems that are putting the students in harms way. She added that while the bus drivers still have no understanding of how the bus driver was selected, they are pleased that there is a bus driver on the Discipline Review Committee. Mrs. Scott also stated that the bus drivers have not been provided the correct forms for discipline on the buses and brought to the board's attention the lack of a salary schedule for bus drivers that reflects experience and years of service.

#### **UPDATE ON SUPERINTENDENT'S TARGET SCHOOLS**

Antionette Turner, chief academic officer, shared with the board an update on the Superintendent's Target Schools, and recognized principals and staffs from these schools as well as Distinguished Educators assigned to work in these schools. Mrs. Turner reported that on November 4<sup>th</sup> and 5<sup>th</sup> a follow up RSD visit was made to the Targeted Schools by Amy Westbrook. During the visits monitoring reports were reviewed, assistance needed as a result of the monitoring visit was discussed and support providers for each school's recommendations were identified. Copies of the recommendations, essential practices and actions taken for each school were provided to board members and principals from three of the Targeted Schools highlighted the information on their schools. Distinguished Educator reports were also provided. Judy Fair, Caddo Heights, reported that in the RSD visit, Caddo Heights was given a rating of Fundamental Practice in the areas of Monitoring Student Achievement and Assessments. Mrs. Fair shared that one of the key ways they monitor assessments is to closely check teacher lesson plans following the checklist that aligns with the template required by the RSD and that teachers turn in their assessments with their lesson plans and staff verifies the alignment of the assessment with the actual GLEs being taught. Regarding literacy, Mrs. Fair reported that Caddo Heights uses several different assessments, i.e. Dibels, Universal Screening at Grade 5, Written Expression Assessment, Read Well in Language, Story Town, pre and post unit tests in mathematics, Strand assessment, Transmath, FastMath, and Silk Labs to assess, monitor and track student achievement in all areas and to follow up in those areas in which students need assistance.

Patrick Greer, principal at J. S. Clark MicroSociety Academy, shared with the board an overview of what is going on at J. S. Clark. He reported that in their recent RSD monitoring, J. S. Clark received Fundamental Practices across the board with the exception of Monitoring Student Achievement, an area in which they will focus on more in the future, and they are working with the Distinguished Educator to ensure that their teachers are receiving the proper training. Mr. Greer also shared with the board that their efforts to turn J. S. Clark around have been driven by Best Practices, recognizing the importance of setting high expectations for all from an administrative standpoint, being charged with protecting instructional time, upholding the teacher's right to teach, and the student's right to learn. He added that while he understands this has not made them the most popular in town, it's a matter of showing people that the grownups will be in charge of the building. Mr. Greer also stated that it begins and ends with a unified and consistent approach to monitoring all aspects by programs, and ensuring that quality teaching and learning is taking place. The team at J. S. Clark has stepped up to the challenge to get in the classroom and give the teachers feedback on what is working, what needs to be tweaked, who is being a detriment to the learning process and what needs to be done to correct these situations. Mr. Greer added that the staff at J. S. Clark has been charged to put into effective practices the strategies and initiatives through professional development. He said one of the real issues is to challenge the students with real world learning experiences and encourage them to reach for greater heights. Mr. Greer explained that expectations for students include being on time and at school, they must be willing to accept their responsibilities as learners and highlighted programs and ways in which these challenges will be met to help students be successful.

Ms. Phelps expressed her appreciation and her agreement with the comment of the adults being in charge and running the school.

Marvin Alexander, principal at Green Oaks Performing Arts Academy, shared that a culture of highest expectations for everyone has been created at Green Oaks and this means from administrators to parents to students, and everyone is being held accountable. Mr. Alexander explained that administrators have a rotation plan whereby they are observing in the classroom a minimum of two times daily and for the first nine weeks 205 walk through work sites/formal observations took place with the goal of 1,000 for 2009-10. Mr. Alexander said to ensure instruction is taking place, not only is the administrative team in the classroom, but also High Schools that Work, Recovery School District, Caddo Parish administrators as well as the Distinguished Educators are in the classroom observing. He stated he believes when administrative teams hold teachers and students accountable to learn, the school climate does improve, and noted that since the beginning of this school year, Green Oaks has only had two fights compared to 52 at the same time last year. Mr. Alexander also shared with the board additional highlights of what is happening at Green Oaks Performing Arts Academy. He invited each and every board member to visit Green Oaks and see first hand their positive endeavors.

Mrs. Crawley expressed appreciation to the presenter for his statement of holding administrators accountable by being in the schools, and her appreciation for the report on what is happening as a result of Superintendent Dawkins vision.

Mrs. Bell stated she is elated over this and explained that tours of these schools will be scheduled immediately after the Holidays to allow board members to see these programs.

Ms. Priest expressed appreciation to staff for bringing this report on what is happening in schools all across the district. She also asked about the report on the actual ratings on those schools with some having best practices, fundamentals, etc. and if there is a time line for the schools meeting goals. Mrs. Turner explained that the next visit will take place in January and that immediate actions will be taken to address any area that was minimal and insufficient.

Ms. Phelps reminded board members how long it has taken the Performing Arts Academy to take off, and she is proud to see the first efforts made in getting it staffed.

Superintendent Dawkins thanked the board for allowing the staff to move forward with some of these initiatives. He thanked Mrs. Turner and the instructional team, the principals, staffs, teachers, support staff, parents and especially those students who stepped up to the challenge for their efforts.

### **CONFIRM THE CONSENT AGENDA**

Mrs. Crawford restated the consent agenda items (7.01-7.03, and 8.01-8.02). *Mr. Burton moved, seconded by Ms. Priest, to confirm the agenda and 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 No. 7**

**Personnel Recommendations.** The board approved the personnel recommendations as submitted in the mailout by the superintendent.

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

#### CERTIFIED

##### Sabbatical Leave (Study), Spring Semester 2010

Carter, Catherine, Teacher, Broadmoor Middle, 14 years

Jones, Angelia D., Sp. Ed. Teacher, West Shreveport Elementary, 18 years

Puyear, Michael B., Teacher, University Elementary, 10 years

Rogers, Tafta E., Teacher, Summerfield Elementary, 9 years

Thomas, Katherine G., Teacher, Riverside Elementary, 5 years

Leave Without Pay, October 15-27 & November 2, 2009

Bullock-Smith, Alana, Teacher, Fair Park High School, 2 years

Leave Without Pay, October 28, 2009-May 28, 2010

Eakin, Dix, Kelly, Teacher, Northwood High School, 6 years

Leave Without Pay, November 6, 2009 – November 6, 2010

Salim-Morgan, Malekah, Literacy Coach, Professional Development, 12 years

Leave Without Pay, August 13, 2009-May 28, 2010

McCormick, Deborah P., Teacher, North Caddo High School, 3 years

Catastrophic Leave, January 4, 2010-February 16, 2010

Tison, Christine L., Sp. Ed. Teacher, Youree Drive Middle School, 14 years

Catastrophic Leave, October 5, 2009-November 20, 2009

Wells, Judith, Teacher, Atkins Elementary, 26 years

**Personnel Transactions Report.** The board approved the personnel transaction reports for the period of September 26, 2009 – October 23, 2009 as recommended by the superintendent and submitted in the mailout.

#### **Item No. 8**

**Bids (Purchasing).** The board approved the following bids as recommended by staff and included in the mailout on the bid tabulation sheets: (1) Conco and Louisiana Food for Canned and Frozen Food and Supplies; (2) Conco, Louisiana Food, Long's Preferred and VCC Janitorial for Fish, poultry, Eggs, Meat and Specialty; and (3) Conco, totaling \$176,929.40; Long's Preferred, totaling \$73,770.10; Louisiana Food, totaling \$2,173.75 and VCC Janitorial, totaling \$45,449.45 for Food Service Paper and Supplies. A copy of the bid tabulation sheets is filed in the official papers of the November 17, 2009 CPSB meeting.

Authority to Hold Auction Sale: The board authorized staff to hold an auction sale for the removal of the houses located at 621, 725, 727 and 739 Kings Highway.

**Bids (Capital Projects).** The board approved the bid of Hand Construction Company, Inc. with a Base Bid, Alternate 1 and Alternate 2, for the sum total of \$1,568,000 for Project 2010-401, Central Office Data Center Upgrade, as submitted at board members'

stations on November 17, 2009. A copy of the bid tabulation sheet is filed in the official papers of the November 17, 2009 CPSB meeting.

### **REVISIONS TO STUDENT DISCIPLINE POLICY/BLUE BOOK**

*Mrs. Crawley moved, seconded by Ms. Priest, to postpone the revision to the student discipline policy until after the Discipline Committee meets tomorrow. Mrs. Crawley stated she believes these revisions should be reviewed by a group of principals and teachers before the board takes action. Vote on the motion carried unanimously.*

### **POLICY REGARDING EMPLOYEE ELECTRONIC COMMUNICATIONS WITH STUDENTS**

*Mrs. Crawley moved, seconded by Mr. Burton, to postpone action on this item until the Discipline Committee has an opportunity to review it. Mrs. Crawley said she believes this should be discussed as this is a very interesting law in which the district is trying to abide.*

Mr. Ramsey asked Legal Counsel to elaborate on this item, and Mr. Abrams explained that the State Statute requires that every school board by November 15, 2009 have a policy addressing this issue. He said it is specific with the Statute and the policy tracks the language of the Statute, except for the definitions which he placed in the policy. He further stated that the Statute states that an employee shall not contact a student at his school, and is as far as he took it, because he knows other districts have expanded it further. He also stated he believes this policy and the law will be very difficult to address. Mr. Abrams further explained that the intent of this law is to stop teachers and employees from contacting students using personal cell phones, computers, My Space, Facebook, etc., but allows contact with students using Caddo Parish equipment. There is also a reporting provision, which states the employee must report contacting a student or a student contacting an employee, and these reports are made at the building level and maintained for one year. Failure to make these reports could mean discipline up to and including termination. Also included in the policy are procedures for notifying parents and provision for a mechanism whereby parents can state whether or not they want communication coming to their children unless it is going to more than one student. He added he believes the policy can be tweaked and additional work is needed; however, it is important that we have something in place in order to be in compliance with the November 15<sup>th</sup> deadline.

*Mr. Ramsey moved, seconded by Mrs. Hardy, to approve the policy regarding employee electronic communication with students as submitted in the mailout. Mr. Ramsey stated he believes Mr. Abrams covered the proposed policy which is one we must have; and if needed, adjustments can be made. Mrs. Crawley stated her only objection is that it is under Impermissible Corporal Punishment and she doesn't believe that is an appropriate place for it, and asked if this can be tweaked and placed in a more appropriate category. Mr. Abrams clarified that it is not under Impermissible Corporal Punishment, but you only follow those procedures for any investigation. Vote on the motion carried unanimously.*

### **SUPERINTENDENT'S REPORT**

**Salary Compensation Study.** Superintendent Dawkins reported that the Salary Compensation Study Committee continues to meet to bring the additional information requested by the board and staff is coordinating with Mr. Rahmberg's schedule for a return visit to meet with the board and answer board members' questions.

**Race to the Top.** Dr. Dawkins shared with the board that he recently attended meetings in Baton Rouge in an effort to get additional information and clarification on the Race to the Top initiative. He reported that representatives will be meeting with him later this week to hopefully address questions before he brings any recommendation to the board with clarification on what we can and cannot do. He said Race to the Top is a topic across the State and the Nation with no one knowing at this point exactly how much

money it will mean. However, he said he wanted to assure the board that any recommendation he brings to the board will be based on children's needs.

Ms. Priest noted that she has done some research and will share some information and concerns with the superintendent as noted in an article in the *American School Board Journal*.

Ms. Phelps stated that LSBA has not taken a position on this issue; and even though she knows Dr. Dawkins and his colleagues will be looking at education for the students and money for the district, there is a concern as to how much money the districts will receive and if it will be beneficial financially and exactly how those monies will be divided across the State. She said she knows the State is encouraging districts to apply, and when the districts apply, the State will then apply. Ms. Phelps shared with the board an example using Caddo and if we apply for this money for our eight schools and only four are accepted, the question is what will happen to the other four schools and will they still be accountable to continue. She said reference is being made that there will be a suspension period with the takeover that will only apply to the schools accepted and what they would like to see is if a district makes application for eight schools and only four are accepted, can the district be given a probation period where no schools will be taken over during this time. She said the state superintendent is asking districts for suggestions for the plan as to where they can make changes, and asked the superintendent to keep the board apprised as these things are addressed. Dr. Dawkins responded that some of the issues superintendents are concerned about include sustainability (what happens to the money after four years), use of other Federal and State dollars, whether or not the work districts have already done to restructure will qualify, etc. Ms. Phelps added that just because the questions were recently answered, we will be responsible for continuing that funding, because part of the application, as she understands it, is how districts will sustain the funding after the specific timeframe.

Mrs. Crawley reported that she was in a district in eastern Louisiana on Monday and that no one in that district wanted to participate in this because of all the strings attached to it, and the question is who will have control. Dr. Dawkins stated that is a very good question and there are some who are opting out and is why he will be very deliberate before he brings anything to the board for consideration.

Ms. Priest stated that in talking about what happens with the program is it creates a priority for takeovers, charters, and school management organizations over strengthening the schools under the current government structure. She also stated that among other objectives in Race to the Top is that he wants recipient states to remove caps on how many charter schools can be authorized regardless of education or if the local board is the authorizing agency.

**Student Information System Conversion.** Sharon Golett, director of Information Technology, shared with the board the following update on the JPAM Student Information System, project implementation and training schedule. She reported that in September, staff began the planning session to set a timeline, plan for transfer of the data from the mainframe to the new student system and setting training schedules. She said in October, the installation of the software installation of the student system, the parent command center and the web grade books were completed. In November, the data has been loaded in the student information system from the mainframe as well as SIS (student information), PEP (personnel employment data), and SER (special education data) from the state files. Ms. Golett reported that in December staff will be installing the parent and staff notification system and writing the interface so interfacing can take place with the (child nutrition, library, and transportation systems which will also interface with the HR, payroll and finance when it is implemented. Ms. Golett also highlighted the training schedule which will begin this year and carry over into the beginning of the next school year covering all necessary staff to make sure that everyone is well versed and is comfortable using the new system. Dr. Dawkins noted that under the parent notification system, it will allow staff to notify all parents in approximately 30-40 minutes, as well as the capability of notifying the staff in a particular school.

**Financial System Conversion.** Jim Lee, director of Finance, shared with the board that the implementation of the new financial system will be done in three phases with the financial phase being first and implementation has begun with a goal of July 1, 2010 for completion and going live. This phase will include general ledger, accounts payable, automated bank reconciliation, purchasing, fixed assets and inventory system. Mr. Lee reported that Phase Two will be the payroll/HR system and will begin as Phase One is complete, hopefully beginning in March 2010 for implementation in January 2011. Phase Three will be miscellaneous components purchased with the system and will include grant management, work order system, and school activities system. Mr. Lee announced that those overseeing implementation will be Dr. Mary Nash-Robinson for HR/Payroll, himself for the financial system, Donayle Ashworth, project manager for the financial system, and Mike Seal for payroll/HR. Key personnel from each department will also be included. Staff began training last week for implementation of this system and will continue into next year. Mr. Lee stated that he doesn't anticipate a lot of training time away from the schools and most will be Central Office Staff (accounting, purchasing, finance, bookkeepers, and principals). Dr. Dawkins said this will fundamentally change the work and will make everyone more efficient in their work and more responsive to the staff across the board.

**Facilities Study.** Dr. Dawkins reported on a conference call held with the consultant last week and asked the board to remember that along with this study, staff will be meeting with the two representatives submitted by each board member on December 10<sup>th</sup> to discuss what the school system should look like in the next 20-30 years, including what programs are needed. Steve White, director of capital projects, new construction, shared with the board the work done since this was approved to move forward by the board. He reported that the conference call held last week was to cover the basic goals and objectives and the first week in December a team will be ready to interview schools and gather data. Mr. White highlighted that the team will meet with principals on the 2<sup>nd</sup> and 3<sup>rd</sup> to discuss facilities and needs. He explained that the first component of this study will be the pilot report whereby an elementary, middle and high school of varying ages will be prepared for review so staff is assured that they will be presenting the documents expected. He said there will be a minimum of three teams going into the schools conducting the assessments and staff is looking for a complete comprehensive final report to be presented to the board in late May 2010.

**Elective History/Literature.** Superintendent Dawkins announced that he met with Mr. Rachal to share information on the process for placing an elective course in a school. When Mr. Rachal proceeded to address the item, President Crawford noted that discussion cannot take place without a motion on the floor and asked Attorney Abrams to elaborate. Mr. Abrams explained that this is to be a report item and at this time the only report is there was some information shared on the process. Mr. Burton stated that the report is given and if Mr. Rachal wishes to make a motion, it can be done; however, it is not a report the board asked for, but it's a report requested by one board member. If it is to be discussed, a motion needs to be made or moved to an action item. Mr. Rachal stated that he needs some clarification on items on the agenda or the Superintendent's Report. Mr. Abrams further stated that this item on the agenda is basically the superintendent presenting information requested by a board member and not about dialogue on his report, and the only time it will become a debatable item is when a board member decides they have enough information and they are ready to have the board act on it. President Crawford also stated that this item is for board members to request the Superintendent to look into various items and each week the Superintendent provides a written response to those requests. Dr. Dawkins announced that he will get with Mr. Rachal about how to move this item forward.

**Process for CPSB to Exchange Property Sites with First Baptist Church in Vivian.** Dr. Dawkins announced that Mr. White and his staff are working with the church staff to appraise and assess this piece of property and a recommendation will be brought to the board upon completion of this study since one area is paved and one is not.

**Implementing Process of 4 x 4 Block Scheduling for 2010-11SY.** Superintendent Dawkins reported that information relative to this request has been provided to Mr.

Ramsey and staff has plans to hold communication with parents, staff members, et.al. to discuss this conversion.

## **ANNOUNCEMENTS AND REQUESTS**

Mrs. Bell announced that she would like clarification at the next work session on how items under Superintendent's Report are to be addressed. She also would like for the Discipline Review Committee to look at the policy on cell phones; and thirdly, she would like to know how many students have dropped from the charter schools and enrolled in Caddo schools and how many of those students were behavior problems.

Mrs. Crawley requested that staff to verify if the class minutes will be reduced by 20% if moving to the block scheduling. Also, since Caddo Magnet High School is a unique school, she asked that staff look at whether or not block scheduling is best for it by weighing the pros and cons to make certain we are moving in the right direction.

Mrs. Armstrong asked if the Christmas supplement will be distributed in the December check? Mr. Lee responded that the permanent Christmas supplement will be distributed in a separate check to all employees on December 10<sup>th</sup> or 11<sup>th</sup>. Mrs. Armstrong asked staff to look at the October 1<sup>st</sup> numbers and the transfers from the charters back to Caddo public schools and notify the Department of Education on the negative impact on Caddo's schools because of the loss of funding and the possibilities of recouping this funding.

Ms. Priest requested that staff provide her with the status and update on the Career Development Curriculum for those students who are not able to enroll in the Caddo Career Technology Center. She also asked that staff provide a status report on the student teacher ratio for all schools, especially in the testing grades.

Ms. Priest announced that the Caddo Parish School Board will host the Intergovernmental Meeting on Friday, November 20<sup>th</sup>, at 11:30 a.m. at the Sky Box at Independence Stadium.

Mr. Riall announced that he has provided information to staff on the ESA Foundation Scholarship Program for sharing with our schools and students.

## **EXECUTIVE SESSION**

Mr. Abrams announced that Mr. Landry has requested on the retaliation claim that they be held in open session, and he explained that relative to the retaliation claim, it will be held in open session with the understanding that no one, including staff, or Mr. Landry will refer to anyone by name or position in the arguments. Regarding the Level IV grievances, Mr. Abrams stated that he had been notified by both administrators to hold these in closed session in accordance with board policy.

Mr. Landry stated that he does not know if they can accept the limitations and would pose their objection to that limitation and that they cannot comply with the limitation placed upon them. Mr. Abrams referred Mr. Landry to CPSB Policy GBCB-R that states that any person whose competency or character will be discussed shall have the opportunity to have the matter discussed in closed executive session, and he understands that the individual intended to be discussed requested that it be held in close session and is thus exercising their right. Mr. Landry stated that the basis of their objection is he believes statutory structure on these incidences gives that option to the employee individually and not to others as well as the employee's right to constitution of free speech. Mr. Abrams stated that this argument only applies to a tenure hearing. Mr. Landry stated their understanding of the decision and that they reserve their objection.

*Ms. Priest moved, seconded by Mrs. Crawley, to go into executive session for 30 minutes for a hearing under CPSB Policy GBCB-R and two Level IV grievances. Vote on the motion carried unanimously and the board went into executive session at approximately 6:23 p.m. Mr. Riall and Mrs. Hardy were absent for the vote. The board reconvened in open session at approximately 6:55 p.m.*



**Hearing Under Policy GBCB-R.** Mr. Landry stated there were several objections made during the closed session which he understands were not recorded and for the record he would like to place the following objections on the record: (1) objection to the entire hearing being closed when the request from the employee was that it remain open and the limitations placed if it were open which would have made it impossible to argue the case, (2) objection that the letter from Madam President on October 1<sup>st</sup> set forth the procedure that was not part of the policies and procedures relative to hearings at the school board which made it impossible for Mr. Cawthorn to present evidence or cross examine witnesses or deal with compelling documents in his hearing of retaliation before the board, and (3) even though the limitations were set for deadlines of submission of evidence and affidavits, the administration itself did not comply with those deadlines and they objected to any submission untimely made by the administration and moved to strike any of those documents. *Mrs. Bell moved, seconded by Ms. Phelps, that there was no retaliation, but to have the assigned truck certified as safe or not safe by an independent contractor certified to examine the vehicle, if the vehicle is found unsafe then staff will resolve matter within 30 days. Vote on the motion carried with Board member Crawley opposed and Board members Riall, Hardy, Burton, Phelps, Priest, Crawford, Rachal, Ramsey, Armstrong and Bell supporting the motion.*

The board went back into closed session at approximately 7:13 p.m. and reconvened in open session at approximately 7:30 p.m.

**Level IV Grievance No. 1 (Barret).** Mr. Landry stated that prior to this hearing in executive session, they made a motion to have it heard in open session which they believe is the prerogative of the grievant and this request was denied because of a request from administration that the matter be heard in closed session, and he wished that their objection to the application of that policy in contradiction of the rights of the grievant be noted. *Mr. Ramsey moved, seconded by Mrs. Hardy, to uphold staff's recommendation at Grievance Level III.*

*Mrs. Crawley moved, seconded by Ms. Phelps, that we have an investigation and that the scores are revealed to these teachers that each position if they have special certification that it is checked and the people that took their position also have special certification, i.e. autism, whether or not any children in special ed positions at Barret have been moved to other schools. Vote on the substitute motion carried with Board members Riall, Crawley, Phelps, Rachal, Armstrong and Bell supporting the motion and Board members Hardy, Burton, Priest, Crawford and Ramsey opposed.*

The board went back into executive session at approximately 7:35 p.m. and reconvened in open session at approximately 7:53 p.m.

**Level IV Grievance No. 2 (Broadmoor).** Mr. Landry noted the same objections for this grievance as was noted in the previous hearing which is that these grievants had requested that this be heard in a public forum and this request was denied based on administration's request to hold it in executive session and their position that the right to have it in open session belongs to the grievant and they object to it being in executive session. *Ms. Priest moved, seconded by Ms. Phelps, that (1) the recommendation suggested at Level 3 be implemented and that an advisory committee be established within 30 days of the end of this calendar year to discuss the effectiveness of the school climate including but not limited to (a) clear expectations of staff/students; (b) consistent behavioral procedures; (c) accountability for all; (d) varied instructional strategies; (e) visibility and accessibility of administration; (f) community/parent involvement; (g) maximizing instructional time; (h) needs assessments and professional development; (i) appropriate monitoring and celebrations; (j) communications and marketing strategies; (2) that administration comply with disciplinary rules/laws and treat employees in a professional manner; (3) share survey data; and (4) remove letters of reprimand in personnel files pertaining to school site discipline issues. Ms. Phelps stated that she believes we will do students a disservice if team members and faculties cannot play a part in the discipline environment in our schools so we really need to look at this and support our students, faculties and parents; and if there are issues going on, what's the point of being a team if we cannot communicate those concerns. Vote on the motion carried with*

*Board members Hardy, Burton, Crawley, Phelps, Priest, Crawford, Rachal and Bell supporting the motion and Board members Riall, Ramsey and Armstrong opposed.*

**Adjournment.** *Mrs. Bell moved, seconded by Mrs. Crawley, to adjourn. Vote on the motion carried and the meeting adjourned at approximately 8:00 p.m.*

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita Crawford, President

**December 1, 2009**

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 1, 2009 with President Bonita Crawford presiding and Lillian Priest and Charlotte Crawley present being a quorum. Other school board members present were Steve Riall, Eursla D. Hardy, Willie Burton, Lola B. May, Tammy Phelps, 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. Burton led the prayer and Pledge of Allegiance.

## **PRESENTATION**

Superintendent Dawkins shared with the board that he and staff are researching a possible incentive of additional sick day payoff beyond the 25 days employees are normally paid upon retiring if they notify the administration by a certain deadline. He stated that the availability of this type data will be beneficial as staff prepares the budget each year and analyzes vacancies due to retirement of personnel. Dr. Dawkins added that a recommendation will be brought to the board as soon as legal clarification is received on this issue. Mrs. Bell asked if this is being proposed for those personnel who are over 30 years and are in DROP or is it for employees who might be ill? The superintendent said it is a resource tool for staff and whoever is eligible for retirement, not including DROP. Mrs. Bell added that in noting the need to watch spending, does this not go against that? Dr. Dawkins responded that what happens is the liability of sick days and vacations are carried in the budget, so it should be a budget neutral item. He also stated that with a cash incentive, there is certainly some cost to it; however, there is also a cost if a decision is made to do something different with the position, it will be less expensive. Dr. Dawkins stated that in places where this has occurred, it is an incentive to employees to not use their sick days and there is better attendance. Mrs. Bell shared with the board that she lost 45 days when she retired and she believes this is something to look into. Dr. Dawkins added there are limits on it by state statute.

As a point of personal privilege, Mrs. Hardy recognized Grambling University's win over Southern University.

## **ESTABLISH THE AGENDA FOR THE DECEMBER 15, 2009 CPSB MEETING**

Superintendent Dawkins highlighted the agenda items being presented for the December 15, 2009 meeting and the following discussion ensued.

**Revisions to Policy DJH Procurement Card.** Jim Lee explained that staff is requesting an increase in the monthly amount to be charged to the procurement card because the garage meets its cap before the month ends which means they must then follow purchase order procedures for the remainder of the month which delays repairs and causes a loss of paybacks we receive when we use the procurement card for these type purchases.

Barry Rachal asked about the possibility of adding language whereby proof is provided by the employee, in the event anything comes back we have evidence on file regarding the prices and quotes received so there is no discrepancy and the public can see what was done. Ms. Phelps mentioned Mr. Lee's statement that they are recommending raising the limit and asked how missing out on the cash backs was handled. Mr. Lee explained there was no handling it, but once the limit is reached, staff must then use the Purchase Order method to obtain the parts, which means Caddo loses out on the cash back rewards received when using the procurement credit card. Ms. Phelps said she asks these questions because of the awareness of problems other districts have experienced in purchasing items and she believes that increasing the limit is something the board needs to look at very carefully and that there may be a need to possibly have a card that requires the Superintendent's approval. Mr. Lee clarified that just because the limits are being increased, it does not mean for all the credit cards, but only this one procurement card. Ms. Phelps asked who is the card for? Mr. Lee responded that only one person is authorized to use the procurement card and that is the buyer for the garage. Superintendent Dawkins added that the procurement card is also limited to the vendors with whom the district has agreements and assured the process is one that is important and appropriate checks and balances are in place. Ms. Phelps asked for clarification on who approves purchases that are made? Jeff Hudson explained that the cardholder first approves the purchase with the original receipts; it is then

forwarded to that person's supervisor, and finally, to the director of the department. Ms. Phelps also asked for clarification if this happens before the purchase, and Mr. Hudson responded it does not. Ms. Phelps asked for clarification on Mr. Rachal's proposed change? Mr. Rachal explained that he is asking for the additional language supporting documentation that staff received other prices or quotes to justify that the item was purchased at the best price for that purchase, and that it is attached to the purchase. Ms. Phelps stated that she is asking that we are careful in approving increases because we have not heard about these missed opportunities. Superintendent Dawkins stated that the procurement card process is one that is much more time efficient as well as more efficient in processing the paperwork. He assured the board that there are checks and balances in place and staff will continue to watch this closely and will do the price comparison through the process. Ms. Phelps stated her desire to see these approvals before purchases are made. Dr. Dawkins explained that the procurement card process is not one that normally includes prior approval of purchases, but the checks and balances in place will insure that what was purchased was received and is accounted for by the individual who purchased it. Ms. Phelps stated she understands, but in asking for an increase, this is her concern, and she is asking that in looking at the request to raise the limit that some different requirements be placed in the procedures. Dr. Dawkins stated that it will slow the process down; however, it certainly is the board's decision. Ms. Phelps stated she doesn't understand how it will slow it down if staff has located what will be purchased and the sign off will come before the purchase. Dr. Dawkins stated that the process does not include pre signatures, but the procurement card limits the places at which supplies can be purchased. Being fiscally responsible, Ms. Phelps stated that things happen, and we are here because an increase is being requested. Dr. Dawkins stated that being fiscally responsible is something that staff does everyday. Ms. Phelps stated she hopes it continues, but being charged with this opportunity, she is only sharing with the board where she believes we need to be careful.

Mr. Riall asked if the normal billing cycle is 30 days and if he understands that the request is to increase the maximum transaction from \$25,000 to \$50,000? Mr. Lee said that is correct and is only for one person. Mr. Riall asked if purchases above the current \$25,000 must go through the purchase order system and Mr. Lee said that is correct. Mr. Riall asked if increasing this cap are we staying in the maximum spending cap, but are allowing this to be spent on the card? Mr. Lee said that is correct and the biggest amount is the cycle, and added there are two increases (1) daily transaction amount and (2) the cycle's total monthly.

Mr. Burton stated that the superintendent has explained what he needed to hear and that is he is accountable for all these things and reminded the board that Caddo has a top Financial Department that is responsible and has the checks and balances in place for keeping them accountable while they carry on the functions of the school system. Mrs. Bell asked for clarification on the items purchased by the garage on the procurement card? Jim Lee explained that it is replacement parts for the buses, i.e. brakes, parts, etc. Mrs. Bell said she believes \$25,000 is not enough to take care of the needs for every school bus and that the board should support staff's request. Mrs. Hardy stated that the Caddo System has persons with the expertise in place to take care of the business of Caddo Schools and she believes the Board needs to allow them to take care of the business and not prolong the meeting. Ms. Phelps stated that it is not a matter of prolonging this, but she wants to understand what she is approving, and she asks questions for her knowledge. She also noted that she is sure some of the other districts thought they had people in place to do everything right and they ended up in a situation, and she is only asking that we take the time before making a decision in order to understand the reasoning behind the increase. She asked Mr. Lee to explain where the cash back funds are placed? Mr. Lee explained that the money is placed in the General Fund to offset bank charges. Mrs. Hardy noted that when she makes a comment, she doesn't need anyone to explain it for her.

**Purchase of Microcomputer Evaluation of Careers and Academics (MECA) Software System for Students with Disabilities.** Dr. Dawkins stated that the budget approved by the board earlier in the year included an evaluation instrument as well as career and academics for our special education students, however it did not include the specific company for providing these services. He further explained that the recommendation being brought back is to inform the board of MECA and to reacquaint the board with these resources for students with disabilities. Ms. Phelps asked staff to highlight what this program entails. Pam Barker, special education director, explained that it is an assessment tool utilized primarily for transitional students from middle to high school. Ms. Phelps asked if these are students with severe and profound disabilities, and Ms. Barker explained that all special education students are included at

a variety of levels. Ms. Phelps stated that this was done for regular ed students in the past and asked if these students are not given the same test? Ms. Barker explained that with the recent monitoring review from the State Department, there was a need identified for specific goals for special education. Superintendent Dawkins further explained that this is a Federal requirement and is an upgrade on the assessment tools. Ms. Phelps noted the great concern for the dyslexia area as to what services are being provided, how they are helping and how can we better inform parents on how they can help their students. She said she has received calls from parents who do not believe we are offering enough in that area, i.e. parents who had a concern and wanted their child to be tested, administration said no, and finally a decision was made to test the child, and if all the tests had been administered, the child would not have failed the first grade. She said she will probably bring this back at a later date. Dr. Dawkins responded that staff is happy to share with the parents and if staff is provided the information, staff will be happy to get back with them. Ms. Barker added that this is being addressed through the SBLC process. Ms. Phelps stated that in mentioning the transition, that is what follows the student.

**Signs in School Zones Regarding Not Texting.** Roy Murry reported that he met with Arthur Thompson, Clerk for Shreveport City Council, regarding an ordinance banning texting in school zones; and because there is a law that bans texting while driving, the city attorney's opinion is there is no need to have an ordinance, nor for what is considered a secondary offense and not a primary offense. Chief Murry stated that he asked about the possibility of the city passing an ordinance that would possibly make it a primary offense in a school zone, and the response was probably not. He said they also discussed who would be responsible for the signage and this has been referred to the traffic engineer since the decision would be left up to them and noted the concern as to who will pay for the signs. Chief Murry stated that as soon as the additional information is received, he will share it with the board. Ms. Phelps expressed her appreciation to staff for the information and that when she first put this on the agenda it was before the new law was put into effect. She said after learning that the law was statewide, it brought memories as to why we are in the school zone and that it actually says no hand-held devices, because we know it is very distractive. Ms. Phelps added that she is only attempting to be proactive and once the information is received, she knows that consideration would then need to be given to who will pay and is why she brings this to the board. Dr. Dawkins asked if Ms. Phelps will get with staff to determine what additional information is needed and Ms. Phelps said she is waiting on the remaining information from Mr. Murry.

**Elective History/Literature.** Superintendent Dawkins stated that he met with Board member Rachal on this matter and Mr. Rachal asked that this item be pulled since the Superintendent is addressing this request by working through the process.

**Superintendent's Report.** Dr. Dawkins announced that he will be bringing an update on the Educational Visioning and Race to the Top. He added he received today the final application from the State for Race to the Top and a decision needs to be made by December 15<sup>th</sup>.

## **ADDITIONS**

**Electronic Communication between Employee and Student Policy (Crawley).** Mrs. Crawley shared feedback from teachers regarding this policy approved by the board at last month's meeting; and she hopes this policy can be tweaked so we do not impede the good things our teachers are doing. She noted that the law says we should provide limitations and exceptions and she is unclear as to how we are doing this; and she understands we want to control inappropriate use and not do anything to counteract the law. Mr. Abrams explained that the policy as drafted follows almost verbatim what the statute says; and when you review it, the intent is clear that communication is through the school system process and if another method is used, it must be reported. Mr. Abrams noted that he had discussed with the Superintendent the procedure that would be used for reporting and that Mrs. Crawley had today discussed with him some of the same issues. He added he believes he can put some of these procedures in the policy as it relates to reporting to school administrators when contact is made with a student using any system other than the Caddo Parish system, and shared examples of education related notifications. He also stated that a decision needs to be made as to how often reports will be submitted, and he believes he can redraft this section of the proposed policy.

**Behavior Intervention Specialists.** Mrs. Bell noted her concerns regarding the behavior intervention specialists and how many are employed in Caddo and is it possible they not be part-

time at a school, because she is receiving calls from parents regarding their students being suspended because the cell phone is not turned in and she wonders if they are in the schools full-time, that it may eliminate some of these problems.

**Target Schools.** Ms. Phelps asked the superintendent to provide, when it is time to discuss the incentives, information on how things have gone with the new administrations in the Target Schools, i.e. discipline problems, scores and what additional things can we provide as incentives during the evaluation process. Dr. Dawkins responded that part of it is based on achieving certain objectives and reminded the board that three principals were at the last meeting to share with the board a more thorough report of what is happening in their schools. He also stated that having principals from the Target Schools to attend the board meeting and share updates with them will become a regular item on the agenda in the near future. Ms. Phelps stated that she knows there was a process placed in the plan for these schools that is a part of the evaluation process and she would like to know how well things are working and noted some things that schools have said relative to things not getting better, but actually getting worse. Ms. Phelps asked if this is part of the discussion time and Mrs. Crawford stated that we are discussing adding items to the agenda. Ms. Phelps asked Dr. Dawkins about the DAT program in place and if this is in the Target Schools? Rosemary Woodard clarified that the DAT and DEAT process are part of the State School Improvement Plan and staff can provide any information the board desires. Mrs. Crawford stated that the board is just asking for additional items. Ms. Phelps asked if she understands we cannot discuss what is happening in Target Schools? Mrs. Crawford explained that the Target Schools item is on the agenda for the next meeting, and that is why she is asking board members for additional items. Ms. Phelps noted that this is a work session and the item is on the agenda continuously. Mr. Abrams explained that the Update on Superintendent's Target Schools is nothing but a placeholder for the Superintendent to make a report on the Target Schools. He added that everything has been passed and the board is now at a place where anything can be added, but not to be discussed. A point of order was called since discussion on this item is not where the board is on the agenda, and the president is now at a point of taking additional items from board members for the agenda. Ms. Phelps stated her understanding, but asked if there is a rule that says a board member cannot go back. Mrs. Crawford said that is not on the agenda for tonight. Ms. Phelps asked if she understands correctly that the board does not discuss the Target Schools in the work session. Mrs. Crawford stated that it sounded as if information was being requested and that it should be placed under the Superintendent's Report.

Ms. Priest asked for an update as to the middle and high school counselors and their requirements. She expressed a concern that many of our students are not getting the direction they need.

Mr. Ramsey asked that an item be added "Policy for Inappropriate Boundary Invasion Behavior Reported". A copy of the proposed policy that Mr. Abrams has been working on for approximately one year was presented to the board members.

**Policy for Inappropriate Boundary Invasion Behavior Reported.** Larry Ramsey shared with the board a proposed policy addressing inappropriate boundary behavior that is reported. Mr. Ramsey noted an article in the *American School Board Journal* relating to sexual grooming and he has asked Mr. Abrams to address these issues in a policy or procedure in Caddo Schools. He further stated that as it has evolved, it has boiled down to being able to recognize inappropriate boundary invasions with any of these type relationships and to address them before it is too late. Mr. Abrams commented that much of the verbiage being proposed comes from Patterson Buchanan out of Seattle, Washington and that they made a presentation during the NSBA Conference and at the recent Legal Summit. He said this law firm has represented school districts concerning inappropriate sexual grooming or relationships between teachers and students, and he is not suggesting that it go into a sexual harassment policy because it may not be sexual harassment. Mr. Abrams added that the policy notes red flags that others should look for, and the policy applies to everyone. He said it is not intended to be punitive, but is one of being aware of your surroundings and what to do if something that could be considered inappropriate is observed. Copies of the proposed policy were shared with board members. Mrs. Crawley added that she believes this policy appears to be one that the School System needs to have an inservice and professional development on. She said she does not want to put out a policy and then accusations are made, because it could become rough if something is reported and is spread around and that person is innocent.

Mrs. Crawley would like for staff to provide a report on adding enrichment teachers at University Elementary since their enrollment is above the max for enrichment teachers.

Mr. Burton asked staff for a report about the Cosmetology Class at the Career Center when there is a program at Booker T. Washington.

#### **CONFIRM THE AGENDA AND CONSENT AGENDA**

Mrs. Crawford recommended Items 7, 8, 9.01, 9.03 and 9.04 as the consent agenda. *Ms. Priest moved, seconded by Mrs. Crawley, to approve the proposed agenda and consent agenda for the December 15, 2009 CPSB meeting as presented. Vote on the motion carried unanimously.*

#### **POLL AUDIENCE**

Mary Giecek, concerned citizen, addressed the board on the Oil City bus and the fact that these small children are riding the bus every day entirely too long and the unsafe conditions where the children are catching the bus and being dropped off in the afternoon. She shared with the board a proposed route for consideration and asked that staff advise her whether or not they will even consider it on behalf of the children.

Jackie Lansdale, Caddo Federation of Teachers and Support Personnel, addressed the board on matters of concern of the Federation. She expressed appreciation for Mr. Ramsey's proposed policy and that she would like to take it to the Superintendent's Advisory Committee for review and input. She said that she is aware BTW is anxious for the board members to visit their tech program in action and encouraged the board to do so.

**Adjournment.** There being no additional business, *Ms. Priest moved, seconded by Mrs. Crawley to adjourn. Vote on the motion carried unanimously.*

**December 15, 2009**

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 15, 2009 with President Bonita Crawford presiding and the following school board members present being a quorum: Steve Riall, Eursla Hardy, Willie Burton, Charlotte Crawley, Lola B. May, Tammy Phelps, Lillian Priest, Barry Rachal, Larry Ramsey (arrived at 4:35 p.m.), Ginger Armstrong (arrived at 4:45 p.m.), and Dottie Bell. Also present were Superintendent Dr. Gerald Dawkins and Legal Counsel Reginald Abrams. Mr. Burton led the prayer and Pledge of Allegiance.

### **CONSIDERATION OF MINUTES OF THE NOVEMBER 17, 2009 AND DECEMBER 1, 2009 CPSB MEETINGS**

*Mrs. Hardy moved, seconded by Mrs. Bell, approval of the minutes of the November 17, 2009 and December 1, 2009 CPSB meetings as submitted. Vote on the motion carried with Board members Phelps, Ramsey and Armstrong absent for the vote.*

### **ESTABLISH AGENDA AND CONSENT AGENDA**

Superintendent Dawkins highlighted items for the board's consideration. President Crawford announced that items 7.02-7.04, 8.01-8.02, 9.01, 9.03-9.04 are the consent agenda. Item 9.06 "Policy for Inappropriate Boundary Invasion Behaviors Reported" was postponed until January.

### **PRESENTATIONS AND RECOGNITIONS**

Mary Nash-Robinson, assistant superintendent for human resources, presented, on behalf of the CPSB and staff, 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.

**Christmas Card Design Winner.** Katelynn Poston, Vivian Elementary/Middle School, was recognized for her design of the Superintendent's 2009 Christmas card. Miss Poston was presented a \$100 U. S. Savings Bond. Superintendent Dawkins congratulated Miss Poston and announced that next year this contest will be expanded and that he desires to see the students' art work displayed during the Christmas season.

**Shreveport Bossier Community Renewal We Care Essay Contest Winners.** The following students were recognized for their essays written for the Shreveport Bossier Community Renewal We Care Essay Contest: (1) Alisha Bradley, Sunset Acres, 1<sup>st</sup> Place, Elementary Division; (2) Lewis Frazier, Youree Drive Middle School, 1<sup>st</sup> Place, Middle School Division; and (3) Madeline Wafer, C. E. Byrd High School, 1<sup>st</sup> Place, High School Division.

**School Attendance Awards.** The following schools were recognized for high attendance: (1) Elementary Division - Central Elementary, 97+% attendance; Riverside Elementary, 96+% attendance; and Cherokee Park Elementary, 96+% attendance; (2) Elementary/Middle Division - Walnut Hill Elementary/Middle School, 94+% attendance; Turner Elementary/Middle School, 94+% attendance; and Keithville Elementary/Middle School, 94+% attendance; (3) Middle School Division - Caddo Middle Career and Technology Center, 95+% attendance; Youree Drive Middle School, 94+% attendance; and Donnie Bickham Middle School, 94+% attendance; (4) High School Division - Green Oaks High School, 93+% attendance; (5) Elementary Magnet Division - Judson Fundamental Magnet, 97+% attendance; Eden Gardens Fundamental, 97+% attendance, and South Highlands Performing Arts Magnet, 97+% attendance; (6) Middle Magnet Division - Herndon Magnet, 97+% attendance; (7) Elementary/Middle Magnet Division - Vivian Elementary/Middle Magnet, 93+% attendance; (8) Middle School Magnet Division - Caddo Middle Magnet, 97+% attendance; and (9) High School Division Magnet - Caddo Magnet High School, 95+% attendance.

**Library READesign/Capital One.** Dr. Robinson announced that the Werner Park Elementary library was the recipient of a makeover from the Heart of America Foundation and Capital One Bank. The Heart of America Foundation, believing that the library is the hub of the school, sponsors library redesign projects nationwide, and Werner Park was selected over 14 other Caddo elementary schools that qualified for this program. She explained that an application was



completed stating the needs, the vision for the use of the space, and the commitment to reading, literacy and library usage. She said the Werner Park library received a dramatic facelift which included new furniture, smart board, computer area, flat panel TV, bright colored paint, kid friendly accessories and 1,000 new books to add to the library. In addition to the library books, Dr. Robinson explained that students and siblings who attended the community event received five books to take home for their personal library. Individuals who participated in the redesign of Werner Park's library were recognized. Catherine Smith, supervisor of libraries, shared with the board and audience a power point of the before, during, and after in the library redesign at Werner Park.

**Facilities Study.** Dr. Dawkins announced and introduced representatives from Parsons, the company that is performing Caddo's Facilities Assessment. Sam Mandola provided a brief overview of the facilities assessment services they will provide over the next six months. He introduced members of the assessment team present at the meeting – Troy Weeks, Dodd Cromwell and Kate McPhillips. The areas of background and objectives, roles and responsibilities, schedules and milestones, project scope and approach, and Comet overview were highlighted. He further stated that Parsons has been retained under contract to provide comprehensive facilities assessments that will include facility condition assessment, functional adequacy assessment, future facility and site assessment at facilities throughout the school system. Mr. Mandola explained that the purpose of their services is to provide the board with more knowledge of the existing facilities from an architectural, structural, mechanical and educational adequacy standpoint and with each assessment to identify, document, estimate deficiencies found in each area and to present a final integrated report as a result of these assessments to form the basis for future budgets, maintenance and renovations for the district. Mr. Mandola stated that the team consists of Parsons, MGT of America and Slack Alost Architects. He shared with the board the extent of their firm's experience and explained that Parsons will be responsible for the overall project management, the facilities condition assessment, the future facility and site assessment, as well as the energy assessment. MGT of America, a sub contractor, is one of the nation's leading educational planning and consulting firms. Slack Alost, a local contractor serving the Shreveport area since 1985, has performed many local projects and they will perform local code review and assist in the future facility and site assessment portion of the project. He also reported that information and results from these will be organized in a final integrated report and presentation to the Caddo Parish School Board. Mr. Mandola explained there are three assessment teams consisting of architectural engineering professionals, a functioning adequacy team, and a campus planner and energy assessment manager. Mr. Mandola announced he will be the single point of contact for the contract.

Regarding scheduling, Mr. Mandola explained that the project began on December 2, 2009 and will run through May 27, 2010 or approximately 180 days, the project kickoff meeting has been conducted and initial training, pilot assessments will be conducted on Wednesday and Thursday and pilot reports will be prepared for the board's review. Once input is received from the board on these reports, he explained that modifications will be made accordingly and follow up training for assessors will be provided. Inspections will be conducted from January 11<sup>th</sup> through March 12<sup>th</sup>, 2010 and functional adequacy assessments will be conducted through May 7<sup>th</sup> with draft reports being submitted to the board in May 2010.

Mr. Mandola announced that he and the teams will work very closely with Superintendent Dawkins and his staff during this process and they will provide interim reports to the board on the progress of their work. At the present time, he reported that the teams are collecting documents and drawings and reviewing these for incorporation in the facilities management data base. Schedules are also being finalized to provide to staff and to the principals information as to when teams will be visiting the school sites over the next several months. He announced that pilots will be conducted at Green Oaks High, Pine Grove Elementary and Newton Smith Middle Schools. The physical survey and data entry portion of their job will be what is conducted from January through March and will be the "meat and potatoes" of the study. He reported they will visit the schools based on geography and the amount of area that can be covered in a day, going to schools that are close to each other, and they will inspect all buildings and building systems from a material and equipment standpoint, i.e. floors, doors, roofs, ceilings, safety equipment, mechanical equipment, electrical equipment and deficiencies in these areas, documenting this data and estimating the cost to replace these systems. Energy conservation projects will also be identified for replacement with energy efficient materials, as well as land availability at each site for expansion purposes.

Mr. Cromwell shared with the board that MGT will be performing the functional assessment of the schools, or looking at the school building and asking how well does that building support the educational program at that particular site. All spaces in a building will be assessed by asking three questions: (1) Is a particular room the appropriate size, (2) Does that room have the appropriate equipment, and (3) what kind of learning environment is this room creating for students. He further explained that the first step in doing this is to understand the educational programs offered and establish assessment standards, i.e. what size should classrooms be? A safety and security assessment will also be conducted on all facilities as to appropriate lighting, appropriate surveillance points throughout the school, etc. Mr. Cromwell said that going into the schools and talking to the principals about their programs is a distinct highlight, and tour of the building is one of the highlights of their work in a district. In the end, Mr. Cromwell stated that every board member will have an integrated report on every building.

Dr. Dawkins reminded the board that this information is what we don't currently have (current physical condition of our buildings), and will include a public part which began with a meeting last week of representatives from across the community, and the Best Practices (in terms of facilities) and Best Instructional Practices, and data from these three sources will be used to develop a plan for the board. Once the board has an opportunity to review the proposed plan, the board will decide the district's direction. He said this process is really about seeing that every school and every classroom is adequate for the education of every child in Caddo's classrooms. He added that at some point in the organization, a decision must be made as to whether or not we are going to get busy living or get busy dying when it comes to growing our school system in order to meet the needs of every child in the school system.

Tammy Phelps thanked Dr. Dawkins for the presentation and finally bringing this before the board. Charlotte Crawley asked about the schedule for the next update to the board by this company. Dr. Dawkins explained the schedule has not been generated; however, periodic reports will be shared with the board on the 20/20 Visioning and this will include facilities updates. Ms. Phelps asked if the presentation on the pilot might be made to the board at the first meeting in January. Dr. Dawkins responded that staff will get information on the three schools being piloted to make sure that what we are asking for is the information being provided and this information will be shared with the board. He also stated that it will first be shared with the staff so staff can insure everything is consistent with what staff has been asked to do. Ms. Phelps asked for verification and that this information will be presented to the board between January 4<sup>th</sup> and 8<sup>th</sup>, and Dr. Dawkins responded it will all be provided to the board. Mr. Ramsey noted the statement that the final report will be presented to the Board on May 27, 2010 and asked if a recommendation will be coming at that time? Dr. Dawkins explained that we want to have a recommendation to the board no later than June 2010. The facilities study will be complete by May, and the Best Practices Community piece is concurrent with it; and if it is completed sooner than this, staff will get it to the board.

Mrs. Hardy expressed her appreciation for selecting Green Oaks, Pine Grove and Newton Smith in her district for the pilot, and she looks forward to hearing the report. Mr. Burton noted the timeliness of this project and shared with the board the misuse of space as observed by Mrs. Bell and himself on a recent visit to Ingersoll. Mr. Riall asked if the study includes any assessment of properties owned by the School Board that are no longer being used? Dr. Dawkins stated it does include assessments on vacant property and old buildings that are no longer being used; and for those properties that are no longer in use, a description of the property and/or any buildings as well as any demolition costs will be provided. Mrs. Bell asked for clarification and if this means for all schools not being used? Mr. White stated it does.

Mrs. Bell recognized the new education reporter from *The Times* and her new husband.

**Suspend the Rules to Add an Item.** *Mr. Riall moved, seconded by Mrs. Bell, to suspend the rules to add an item to the agenda to consider a letter of support for the donation of dirt for the Donnie Bickham new sports complex. Vote on the motion to suspend the rules carried unanimously. Mr. Riall moved, seconded by Mrs. Hardy, to add an item to the agenda to authorize the school board to send a letter to the 527<sup>th</sup> Engineer Battalion requesting assistance in moving 2000 yards of dirt to the new proposed football field. Vote on the motion to add this item to the agenda carried unanimously.*

**Public Hearing on Renaming the Mooringsport Elementary School Library the Charlotte Latimer Library.** President Crawford declared the public hearing open on renaming the Mooringsport Elementary School Library the Charlotte Latimer Library. There being no speakers, the public hearing was closed.

## VISITORS

Jackie Lansdale, president of the Caddo Federation of Teachers/Support Personnel, shared with the board that when they meet with educators as part of their role at the Federation they explain that they know most of them dreamed of becoming a teacher and spent many hours and resources to realize this. She shared that as an organization, it is their job to be the keeper of that dream. Mrs. Lansdale shared personal examples of her own children becoming teachers and that they do what they do because they care. Mrs. Lansdale stated that she believes educators continue to be a target of attacks despite the fact that there are already laws on the books covering all adults and not just educators; and noted that the human resources and security departments provide comprehensive background screenings, yet educators continue to be singled out. Mrs. Lansdale stated she understands the proposed policy brought forth last month regarding employee-student communication was not initiated by the board, and that the board is only following the guidelines of a recently enacted Legislation piece, one that they will address in the next Legislative Session. She added that while they are appreciative of the board's willingness to recognize the limitations of the school systems communications, and to further recognize the educational safety reasons when an employee might need to communicate with a student, they do understand that these issues will be addressed in the tweaking of the policy. She said the proposed policy which has been postponed will bear the board's staff and stated that the policy was met with great consternation from the faculty. Mrs. Lansdale said she believes if the board passes this policy, regardless of what the board's fears might be, the board is tarnishing the dream for those that serve or might want to serve in the classroom, tarnishing the first grader who can no longer hug their teacher because the teacher fears repercussion, tarnishing the middle school student who may need to borrow lunch money and the teacher says no for fear of being held in contempt, and tarnishing the high school student who speaks but is not disciplined because the teacher fears the loss of what he has dreamed of - to teach. Mrs. Lansdale stated that finally it tarnishes it for everyone by sending messages to the community that the board believes there are reasons to suspect those entrusted to teach the children in Caddo Parish.

Reality is just perception and that perception is easily influenced by fear; and she noted that Senator McCarthy went on a campaign to rid the U.S. of Communists, and after using his position to investigate and after many lives were destroyed and careers and loved ones destroyed, someone challenged him and the fear ceased. She asked the board to consider its message to them. Mrs. Lansdale expressed appreciation to the Superintendent for his willingness to be inclusive and that they look forward to working with administration and others on future projects inclusive of exploring possible opportunities that may be afforded to them as Race to the Top evolves. Finally, Mrs. Lansdale expressed congratulation to those who work at Caddo Heights, Barret and Oak Park and have now been removed from MOU status. She also encouraged every one to remember the other employees who contributed to this success but yet are not able to share in this success by not being able to return to Caddo schools.

Scott Hughes, Alliance for Education, thanked the board for what it has done in the last six months. Regarding Race to the Top, Mr. Hughes said he actually thought it was a failed program until a week or so ago; and he noted how Race to the Top has fundamentally changed at the Federal and State levels. He said he appears before the board asking them to consider the new guidelines; because while he believes Race to the Top may not be perfect for every school system in Louisiana or in the United States, he does believe there is a direct application for Caddo Parish and maybe one or two additional districts in Northwest Louisiana. Between now and the deadline, Mr. Hughes asked the members of the board to re-evaluate the Race to the Top. He noted that as he looks at Race to the Top he sees that it is largely money for things that Caddo has already done, and is about closing the achievement gap and not closing the budget gap. He said the Race to the Top monies are now districtwide grants and is the major change at the Federal level and he anticipates a lot of Louisiana districts will take avail of this money. He further explained there is a second pot of money called School Improvement Grants that can only be accessed if you are in Race to the Top. He encouraged the board to begin by considering Race to the Top "districtwide" money which could open up the possibility for school site grants which is the larger amount of money that will actually go to the school sites. Mr. Hughes stated

that as he appreciates it, any Race to the Top deal made basically is a deal with the Federal Government and not the State Government. As such, he said any school put into the School Improvement Grant Program would have to be removed from any agreements with the State of Louisiana Department of Education, i.e. any school under an MOU would no longer be under an MOU, but would be under a Race to the Top agreement with Federal Government guidelines. He said he understands this does not mean a school would not get out from under the school accountability program, but it will have an MOU accountability status frozen for three years, and if after three years a school does not test out, then it is back to where it was when in the AU status. Mr. Hughes further explained that he believes this is a way to protect the status of schools that are attempting this turn around program. He also mentioned the “trade off,” and that it appears the Feds are asking for an accountability in the way you evaluate the teaching corps, and in return, they seem to be offering a tradeoff on value added – where were the children when the district received them and where are they at the end of the school year, a way in which the teacher’s performance can be evaluated on the students in their classroom. Mr. Hughes said this is something that has been asked for in accountability for a long time; and finally, he commented on the Louisiana School Boards Association’s hang up of sustainability; and if we take Federal dollars, how can we sustain them three and four years down the road. He suggested these be addressed in the same way that pay raises are addressed and that because there is no guarantee of revenue for the CPSB for the next year, the next three years or the next 10 years, he asked the board to carefully consider funding to help close the achievement gap and support Dr. Dawkins as he works through the process.

**Newly Appointed Administrators.** Dr. Mary Nash-Robinson introduced the following recently board appointed administrators: (1) Terri McClure, Title I Pre-K Facilitator, and (2) Tyron Lacy, assistant principal, Southwood High School.

#### **UPDATE ON SUPERINTENDENT’S TARGET SCHOOLS**

Dr. Dawkins announced that Mrs. Turner will bring an update on the Superintendent’s Target Schools that will include an overview of the Memorandum of Understanding for the three schools. Mrs. Turner shared with the board the improvement in the School Performance Scores for Barret Paideia Academy, Caddo Heights Math Science Elementary and Oak Park Microsociety Elementary. She reported that Dr. JoAnn Hood, Sabrina Brown, Judy Fair and Superintendent Dawkins made a presentation at the BESE meeting on December 9<sup>th</sup> and BESE voted to release these schools from the MOU with the stipulation that the schools must meet their 2010 growth targets which are an increase of 10 points for Barret, 10 points for Caddo Heights and 8.8 points for Oak Park. Mrs. Turner announced that the next steps that will continue with the Superintendent’s Target Schools is to work through and with the instructional walk throughs, monitoring teaching and learning in every school on a weekly basis, distinguished educators will continue monthly reports and assessments along with a district team. She stated that these reports will come in this week and the board updates will be made in January. Mrs. Turner stated that the RSD monitoring visits for these schools are also being scheduled for January. Dr. Dawkins reported that he and Mrs. Turner will meet with the principals of these three schools and that under this release there is an option to cease the monitoring from the RSD and will discuss this issue with them. He further stated that he believes the structure the monitoring has provided has also given us the focus needed for continued improvement. Also, he referenced Mr. Hughes’ comments about the possibility that if these schools go into the Race to the Top application, the MOUs from the state level will cease to exist. Dr. Dawkins stated that all of this is being considered as we move forward with no decision being made at this time; however, he will keep the board informed.

Mrs. Bell stated she likes the idea of these schools being removed from the MOU with the stipulation; however, she asked about the money that is attached to this and will we get any of the funds back in Caddo and if we are no longer under the MOU are we required to continue paying money to the state. Dr. Dawkins explained that if we are not under the MOU, we can certainly pull back and not pay anything at all and if a decision is made to volunteer and keep the monitoring in place to keep the focus in the schools, there will certainly be a cost, but the money is already budgeted. He added a decision of recommendation will be made after meeting with the principals; and while we are concerned about leaving the MOUs, we are more concerned about continuing to improve. Mrs. Turner reminded the board that there are six schools remaining that the RSD will continue to monitor. Mrs. Bell stated her understanding; however, there were itemized expenditures the district would be responsible to pay and asked if staff can

look at these when meeting with the principals to determine if there are certain things they may no longer need. Dr. Dawkins assured the board that this is the reason for meeting with these principals.

Ms. Phelps asked the superintendent if the negotiation of the fees was not a part of the MOUs and the letter sent to Baton Rouge and the superintendent to continue to inform the board. She also stated that it appears the schools will have to meet the goal of 70 and asked if they will be raising the score. Dr. Dawkins responded that they have not given a definitive on raising the score, but it appears it will happen. Mrs. Turner explained that the growth target was set with it being an SPS of 60. Ms. Phelps asked if that is what they are saying and that if they have to grow 10 points, would it be 70? Dr. Dawkins stated that each school has a growth target and Mrs. Turner added that the average is over two years. Ms. Phelps stated for clarification that it is not so much the school performance score of 70, but each school has to increase 10 points. Mrs. Turner responded that is the minimum expectation, but we would really want more than 10 points. Dr. Dawkins also stated that this is under the current score of 60. Ms. Phelps asked about the schools that are over the 60 and do not make the 10 points, where does this put them? Mrs. Turner explained that it does not put them close enough in terms of where we need to go. She further explained that when they set it out, it was established for a three year period with a minimum of 10 points each year. Ms. Phelps said some of the schools have not increased 10 points, but they are over the 60. Mrs. Turner stated that the other schools are not over 60 at this point and asked if she is referencing these three schools (Barret, Oak Park and Caddo Heights). Ms. Phelps said no, but any other school that is at a school performance score above 60, did they have to increase 10 points and how did they set the growth targets? Mrs. Turner explained that each individual school establishes a growth target based on where they were in the SPS and this particular MOU was set when we were placed in AU status. Ms. Phelps asked if they gave us this number? Mrs. Turner added it was part of the MOU. Ms. Phelps asked if this can be removed from the MOU? Dr. Dawkins responded that it is a calculated number and this is the number the schools must meet. Rosemary Woodard explained that the goal is to be at 120 by the end of the accountability cycle so when you subtract 60 from 120 and divide it by the number of years remaining, the minimum to get to the 120 would be 10 points each year and if they go any less than 10 they will not be at the State and Federal goal. Ms. Phelps asked about the schools without an MOU and what happens to them if they do not grow the 10 points? Dr. Dawkins responded they would return under the MOU. Ms. Phelps asked if the schools have not been growing but they are over the status, what will happen to them? Dr. Dawkins explained if they are close to the 120, their growth rate is lower. Ms. Phelps clarified that she is referring to the non-AU schools who have not met their growth target. Mrs. Woodard stated that if they can statistically meet the 120 then their growth ranges from a minimum of two points a year up to 9 points, but the statistical is can they reach the 120. She added that nothing happens if they are growing at least two points a year and they can reach the 120 in the span allowed. Ms. Phelps again stated that basically the non MOU schools who have not grown their specified target within the year, nothing happens to them right now. Mrs. Woodard stated that is correct. Ms. Phelps stated this is ironic that it just happens to be their score, however the accountability board has approved the 10 points added to 70 which will be coming to BESE very soon, and this puts us back to preparing for what we will do if they raise the score. She said the facilities study, etc. is coming into place, and she has a hard time with that many schools going to the State based on what we are hearing from Baton Rouge. She expressed her appreciation for the great efforts the schools are making. Ms. Phelps asked the superintendent if we had not discussed with them being removed from the MOU would this still be the target? Dr. Dawkins responded that is correct as the numbers are still the numbers, and if the score is raised from 70, we already know which schools will fall into this, and the facilities study is only one piece of an overall assessment of where we need to be instructionally and then the program supported by facilities. Ms. Phelps said if that happens, she believes we really need to look at the schools that are not there and will require a lot of work from the board and the community. She added that while it is not personal, at the end of the day, we cannot afford to give the State our buildings. Dr. Dawkins added that if the scores are raised, the community certainly will have its work laid out for it and is the challenge everyone needs to be prepared to face in order to save the district. Ms. Phelps encouraged board members to think about this and be prepared and not wait until the last minute because the work is being done in Baton Rouge.

**CONFIRM THE CONSENT AGENDA**

Mrs. Crawford restated the consent agenda items (7.02-7.04, 8.01-8.02, 9.02-9.04, and 9.10). *Mr. Burton moved, seconded by Mrs. Hardy, to confirm the agenda and 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 No. 7**

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

Certified

Sabbatical Leave (Medical), Spring Semester 2010

Marilyn Fain, Teacher, Summerfield Elementary, 30 years

Sabbatical Leave (Study), Fall Semester 2010 – Spring Semester 2011

Alana Williams, Teacher, Donnie Bickham Middle, 9 years

Classified

Leave without Pay, November 30, 2009-January 30, 2010

Donna Locke, Bus Driver, Transportation, 6 years

Catastrophic Leave, December 9, 2009-January 7, 2010

Karen Scroggins, Bus Driver, Transportation, 7 years

**7.03 Other Personnel Transaction Reports.** The board approved the other personnel transaction reports for the period of October 24-November 20, 2009 as submitted in the mailout.

**7.04 Renewal of Administrative Contracts.** The board approved the renewal of promotional or administrative appointment contracts for Janet Holliday, Mattie Bell, Cynthia Williams, Betty M. Johnson, Allison Thompson, and Paul Zachary as recommended by the superintendent and submitted in the mailout.

#### **Item No. 8**

**8.01 Bids (Purchasing).** The board approved the following bids as recommended by staff and submitted in the mailout on the bid tabulation sheets: (1) Kincade Recreation, LLC/Miracle Recreation, totaling \$38,603.16 for Playground Equipment for Caddo Heights and Turner; (2) Rebid in January the scoreboard for Lee Hedges Stadium; and (3) Wray Ford, Inc., totaling \$35,990.00 for a step van truck.

**8.02 Bids (Construction).** The board approved the following bids as recommended by staff and submitted in the mailout or at board members stations on the bid tabulation sheets: (1) Postpone until January 2010 meeting – Project 2010-200B “T-Building Relocation at Hamilton Terrace; (2) Fitzgerald Contractors, with a base bid and alternate 1, for the sum total of \$760,700 for Project 2011-501, “HVAC Upgrade at Alexander Learning Center; and (3) Payne Company, with a base bid, alternate 1 and alternate 2, for the sum total of \$703,300, for Project 2011-511, “HVAC Upgrade at Shreve Island”.

#### **Item No. 9**

**9.02 Electronic Communication Between Employee and Student Policy.** The board approved the proposed policy regarding employee electronic communications with students as submitted in the mailout.

**9.03 Purchase of Microcomputer Evaluation of Careers and Academics (MECA) Software System for Students with Disabilities.** The board approved the purchase of the Microcomputer Evaluation of Careers and Academics software system for students with disabilities as submitted in the mailout.

**9.04 Special Education Interagency Agreements.** The board approved the special education interagency agreements as recommended by staff and submitted in the mailout.

**9.10 Donation of Dirt for Donnie Bickham Sports Complex.** The board authorized sending a letter to the 527<sup>th</sup> Engineer Battalion requesting assistance in moving 2000 yards of dirt to the new proposed football field at Donnie Bickham Middle School.

### **REVISIONS TO POLICY DJH PROCUREMENT CARD**

*Mrs. Crawley moved, seconded by Mrs. Bell to approve the proposed revisions to CPSB Policy DJH Procurement Card as recommended by staff and included in the mailout.* Ms. Phelps asked if verbiage was added about prior approval? Dr. Dawkins responded that he did not add prior approval from himself, because it is normally done at the department level. Ms. Phelps asked if pre-approval is not required on the increase? Jeff Hudson explained that it is the same as the purchase order system and whenever parts are being purchased, there is no prior approval because it is not feasible with the procurement card program. He further stated that if prior approval is required, it may be that we would not want to use the procurement card, but return strictly to the purchase order system which will delay getting parts and making repairs. Ms. Phelps stated she does not agree with this and does not understand why it would be a problem. Mr. Hudson further explained that when the board approves the budget, the expenditure for parts is approved at that time. Ms. Phelps stated she understands that staff is saying they do not have enough money to make certain purchases at certain times. Mr. Hudson explained that the money is there, but it's the limit on the card. Ms. Phelps thought staff mentioned that the amount of purchases is causing a delay. Mr. Hudson said the Transportation Department spends a lot on parts and the limit in the current policy DJH is way less than what is spent on parts in a month and when the limit is reached on the card (on about the 10<sup>th</sup> day of the month), then the Transportation Department must revert back to the purchase order system for the remainder of the month which basically defeats the purpose of having a procurement card. Ms. Phelps asked if staff is paying the amount within the timeframe? Mr. Hudson responded that the bill is paid on time, but this will allow staff to purchase the parts on the procurement card for the entire month instead of reverting back to the PO system when the limit on the card is reached. Ms. Phelps stated that she is thinking in a business mind and not personal, and is only being responsible to the public. She added with the increase, will it still not be paid until the end of the month? Mr. Hudson said it doesn't have anything to do with paying. Ms. Phelps asked if the max is reached at mid-month, is the bill still not paid until the end of the month? Mr. Hudson said that is correct. *Vote on the motion carried unanimously.*

### **APPROVAL OF REQUIRED IMMIGRATION TRAVEL EXPENSES**

*Mrs. May moved, seconded by Ms. Priest, to approve up to \$20,000 for reimbursement of the travel expenses in accordance with immigration counsel's recommendation. Vote on the motion carried with Ms. Phelps opposed.*

### **ELECTION OF 2010 OFFICERS**

President Crawford announced the floor open for nominations for the office of President for 2010. Mrs. Bell nominated Ms. Lillian Priest. There being no additional nominations, Mrs. Crawford announced that the nominations were closed. Vote on the motion carried unanimously and Mrs. Crawford announced that Ms. Lillian Priest is the 2010 CPSB President.

President Crawford announced the floor open for nominations for the office of First Vice President for 2010. Ms. Phelps nominated Mrs. Charlotte Crawley. Mr. Ramsey nominated Mr. Steve Riall. There being no additional nominations, Mrs. Crawford announced that the nominations were closed. Those voting for Mrs. Crawley were Board members Crawley, May, Phelps, Rachal, Armstrong and Bell. Those voting for Mr. Riall were Board members Riall, Hardy, Burton, Priest, Crawford and Ramsey. Mrs. Crawford announced it is a tie vote. After discussion, Mrs. Crawford called for a revote, and those voting for Mrs. Crawley were Board members Burton, Crawley, May, Phelps, Rachal, Armstrong and Bell. President Crawford announced that Mrs. Charlotte Crawley is the 2010 CPSB First Vice President.

President Crawford announced the floor open for nominations for the office of Second Vice President. Mrs. May nominated Mrs. Eursla D. Hardy. There being no additional nominations, Mrs. Crawford announced the nominations closed. Mrs. Crawford announced that Mrs. Hardy is the 2010 CPSB Second Vice President by acclamation.

## **AUTHORIZATION OF PRESIDENT TO USE FACSIMILE SIGNATURE**

*Mr. Burton moved, seconded by Mrs. Hardy, to authorize the president to use the facsimile signature. Vote on the motion carried unanimously.*

Mrs. Crawford expressed her appreciation to members of the Caddo Parish School Board for their support during her tenure as President of the Board.

Ms. Priest and Mrs. Crawley presented Mrs. Crawford a gift on behalf of the Caddo Parish School Board in appreciation for her tireless efforts in serving as President during 2009. Mrs. Crawford expressed that she believes the board made great strides in 2009 toward changing the outlook in Caddo Parish and that she is excited about this.

Ms. Priest expressed appreciation to the board for its vote of confidence in electing her as the 2010 President and pledged her hard work during the coming year and that she believes that working together, the board can be a strong and effective board. She said she believes there were some outside forces during 2009 that made the board gel together as a board and she looks forward to 2010.

## **REQUEST TO PURCHASE GEORGE P HENDRIX BUILDING**

*Ms. Priest moved, seconded by Mr. Burton, that George P. Hendrix School located at 701 Pierre Avenue be advertised for sale to the highest bidder above the appraised value in accordance with State Law. Ms. Priest stated that information was received from the superintendent on this request. Dr. Dawkins explained that this request came to him for a Caddo facility that has been closed for many years and in looking at the future needs of the District, appreciates the board's consideration of allowing the process to move forward with the 28 day posting. Vote on the motion carried unanimously.*

## **SUPERINTENDENT'S REPORT**

Superintendent Dawkins congratulated the newly elected officers for 2010 and announced that as of today approximately 8,000 Caddo students have been vaccinated with the H1N1 vaccine and thanked Dr. Salinas and his staff for helping make this happen. He also announced that the booster vaccination for these students will come in January and this information will be shared with parents.

Regarding the 20/20 Visioning effort, Dr. Dawkins stated that the Facilities Study, an Educational Community Needs Priority List from citizens in terms of what they desire to see in our schools, along with Best Practices, instructionally as well as facilities, will comprise all the data needed to put together a plan to take the children in Caddo Parish into the next 20 to 30 years. He said this is a leap into the future, but is one that is necessary if we are to surpass all other districts in Louisiana. He said in the Spring a groundbreaking plan will be brought to the board for its consideration. He said the kickoff was great and he will provide the board with a printed schedule of this effort.

Superintendent Dawkins reported that the Race to the Top effort continues to change and he knows additional changes are yet to come. He reported there are two things that are important to us, the first of which is the state is asking the district to show intent to stay in this process by the end of this week, which only means we are interested and will continue to get information before the application is submitted. He said the state has also asked that by January 14<sup>th</sup> that if we do plan to be in the application process that the board formally approve an agreement passed and signed by the board president to actually be a part of the State's Race to the Top application. Thirdly, he reported that we have been told there is a 90-day opt out plan even when there is clarification of the state's plan through the Federal process. Dr. Dawkins stated that he is asking the board to allow him, and he doesn't believe it takes a board vote, to respond that we will remain in the process until we get additional information, noting that the board will need to make a decision by January 14<sup>th</sup> as to whether or not it wishes to remain in the process or not.

Mr. Ramsey asked the superintendent if language is included concerning inclusion from MOUs if we participate? Dr. Dawkins stated that it is his understanding that if Caddo enters this agreement by board action, it will take all schools currently under an MOU out from under them,



and we would be in the Race to the Top pool for three to four years during which time they would cease to exist. Dr. Dawkins clarified that he will be obtaining confirmation on this as it is a feature he is looking for in the agreement.

Mr. Rachal asked that board members be provided a copy of the current Race to the Top information and stated he is concerned as to what we may be beholding to them and he does not want them to take advantage of this opportunity into buying their way into governing the school system.

Ms. Priest asked for clarification on the State's relationship and involvement with the Race to the Top and if there will be any oversight from the State? She also asked if Race to the Top continues to have the language that deals with creating a high priority for takeovers and charters. Dr. Dawkins explained that some of the newer language gets to the whole development of human capital, new leaders, new teachers, etc. and he will provide a copy for the board members.

Ms. Phelps asked, while referring to the state guidelines that are not clear yet, if the MOUs being suspended during this time is a state guideline or proposal? Superintendent Dawkins explained that it is a state proposal and he understands it has been explored and a more definitive answer is hopefully coming as well as the possibility of grandfathering back in some of the work done this year to turn schools around. Ms. Phelps stated that she says this to make sure that it is part of the state's issues and with some of the concerns around the state and knowing that things in Baton Rouge change often, she feels it is important to know those things that will be put in ink and not changed in two years.

Mrs. Bell stated that she needs to understand in lay terms what Race to the Top is all about because what you read today may be different tomorrow. Dr. Dawkins stated that he will provide written information on this matter as well as be available for discussion before any recommendation is brought to the board for consideration. Mrs. Bell asked about the charter schools and the number of students who are returning to Caddo who might have been suspended or expelled from the charter schools. She said she is concerned that there are no grades coming with these students and asked who is communicating with the head person at the charter to get the information we need on these students. Dr. Dawkins responded that staff is not afraid to ask for anything and he assured her that Caddo's Attendance Department will take care of this. Mrs. Bell asked about the fact that we have not received these students' grades and testing will be the second week back after Christmas Holidays. She also asked if students were expelled are we enrolling them in a regular school or an alternative school? Dr. Dawkins assured Mrs. Bell that staff is assessing students and if some are being missed, staff will double check this. Mrs. Bell said she would still like to receive the information requested on Behavior Intervention Specialists.

Mrs. Crawley expressed appreciation to the board for support in electing her First Vice President and asked Superintendent Dawkins if he is talking to other superintendents who are in the same situation Caddo is in as it relates to Race to the Top? Dr. Dawkins responded there have been two or three meetings with other superintendents and the questions raised by board members have also been discussed at these meetings. He said he has spoken with superintendents in districts the size of Caddo about these concerns.

**Transfers from Charters to Caddo Parish Schools.** Dr. Dawkins explained that regarding the financial transfiguration, when the students return to Caddo after the October 1<sup>st</sup> count date, the money does not follow the student and concern has been expressed from districts across the state regarding this matter. Mrs. Armstrong encouraged the superintendent to continue working on this, because she believes there was a pretty good movement of students from the charters back into the public school system after the October 1<sup>st</sup> count date and she also asked about the week grace period following that date. Superintendent Dawkins responded that Caddo has counted all possible and that there may still be some students returning to Caddo after the Christmas break.

## **ANNOUNCEMENTS AND REQUESTS**

Ms. Phelps expressed support to the Booker T. Washington High School family during the past week and noted that this is not a reflection on the school. She asked everyone to continue to remember them in their prayers, and thanked Mr. Cedric Choyce, a teacher of the student at

BTW, for his support. She also extended Holiday Wishes to everyone and thanked Caddo Middle Magnet for the musical CD.

Mr. Ramsey expressed appreciation to the Superintendent and Mrs. Dawkins for their participation in the Southern Hills Christmas Parade. He also thanked the Southwood band and color guard, Huntington band, et. al. for weathering the storm and rain for this event. He said this is an annual event and he hopes more elected officials will participate in the future.

Mrs. Bell invited all who are interested to attend she and Lavada Palms' "Party with a Purpose" an annual event in which those who attend bring an educational gift for a child, wrapped and the age noted on it, for presenting to the Highland Center (this year) who will distribute them to needy children.

### **EXECUTIVE SESSION**

*Ms. Priest moved, seconded by Mrs. Crawley, to go into executive session. Vote on the motion carried with Board members Hardy, Burton, and Phelps not present at the vote, and the board went into executive session at approximately 6:45 p.m.*

The board reconvened in open session at approximately 7:15 p.m.

*Mrs. Bell moved, seconded by Mrs. Hardy, that Dr. Dawkins be given a \$10,000 bonus in accordance with the terms of his contract for his exemplary service to this district. Vote on the motion carried with Mr. Burton being absent for the vote.*

**Adjournment.** *Mr. Rachal moved, seconded by Mrs. Bell, to adjourn. Vote on the motion to adjourn carried and the meeting adjourned at approximately 7:18 p.m.*

---

Dr. Gerald D. Dawkins, Secretary

---

Bonita Crawford, President